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Human resources management

Assessment of the system of desirable ranges

Report of the Secretary-General

Summary

The present report is submitted pursuant to paragraph 32 of General Assembly resolution 71/263.

The present report will review the current system of desirable ranges as adopted in resolution 42/220 A.

The Secretary-General invites the General Assembly to take note of the present report and give further guidance to the Secretariat, as appropriate.

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I. Introduction

1. The present report is submitted pursuant to paragraph 32 of General Assembly resolution 71/263, in which the Assembly requested the Secretary-General to present proposals for a comprehensive review of the system of desirable ranges, including by retaining or widening the current base number of Professional posts, with a view to establishing a more effective tool for ensuring equitable geographical distribution within the Secretariat in relation to all posts financed through the regular budget.

2. It reviews the origins of the system of desirable ranges and the changes put in place up to the present day, including a detailed review of the current system. The report also presents a number of proposals for retaining and widening the base figure, namely, geographical positions, with different factors and weights, and information on how Member State representation could potentially change as a result of each proposal.

II. Origins of the concept of geographical distribution of the staff

3. The importance of diversity is enshrined in Article 101, paragraph 3, of the Charter of the United Nations, which governs the selection of staff:

> The paramount consideration in the employment of staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

4. The first resolution of the General Assembly on the issue of the principle of geographical distribution (resolution 153 (II) of 15 November 1947) reaffirmed the principle of recruiting staff on as wide a geographic basis as possible. The third preambular paragraph of that resolution referred to the international character of the Organization and stated that in order to avoid undue predominance of national practices, the policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member nations.

5. In paragraph 2 of the same resolution, the General Assembly requested the Secretary-General to examine the recruitment policy with a view to improving the geographical distribution of posts within the various departments; take the necessary steps with a view to engaging staff members from those countries that did not yet have any of their nationals in the Secretariat; and take all practicable steps to ensure the improvement of the geographical distribution of the staff, including the issuance of such rules and regulations as might be necessary to comply with the principles of the Charter.

6. Pursuant to the same resolution, the Secretary-General submitted a report entitled "Composition of the Secretariat and the principle of geographical distribution" (A/652), in which the principles that determined the policy in this respect were set out.

7. The concept expressed in the second sentence of Article 101, paragraph 3, quoted above is the basis of the principle of equitable geographical distribution. Defining what constituted equitable geographical distribution of the Secretariat and establishing a yardstick for measuring progress towards that end were first addressed in 1948 through the introduction of the concept of "desirable ranges" for Member States, in response to General Assembly resolution 153 (II).

8. Under this system, specific posts would not be distributed to Member States, but rather a range of posts was established within which each Member State would be adequately represented as a guideline for recruitment priorities. In its resolution 1559 (XV) of 18 December 1960, the General Assembly confirmed the system of desirable ranges and linked the concept of geographical appointment status of staff with the concept of budgetary posts set aside for this purpose.

9. Until 1962, only one factor was used to determine the desirable ranges: the contribution of each Member State to the regular budget of the Organization. General Assembly resolution 1852 (XVII) of 19 December 1962 added two other factors: membership in the United Nations and the population of the Member State.

10. From 1962 to 1988, the importance, or weight, of each factor varied according to successive General Assembly resolutions. In its resolution 41/206 C of 11 December 1986, the General Assembly requested the Secretary-General to submit updated calculations on the desirable ranges for all Member States, taking into account such criteria as: (a) the desirability of the base figure for the calculations being related to the actual number of posts subject to geographical distribution; (b) the movement towards the establishment of parity between the membership and contribution factors; (c) the direct allocation of posts subject to the population factor in proportion to each Member State's population; and (d) the need for flexibility upward and downward from the midpoint of the desirable ranges. This resulted in the adoption of resolution 42/220 A of 21 December 1987, introducing as from 1 January 1988, the current regime for the system of desirable ranges.

11. The General Assembly, in its resolution 42/220 A, requested the Secretary-General to base the desirable ranges, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations would initially be 2,700 posts;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor, which would be allotted a weight of 5 per cent, would be directly related to the population of Member States, and posts subject to that factor would be distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range would be based on flexibility of 15 per cent upward and downward from the midpoint of the desirable range, but not less than 4.8 posts up and down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

12. Since its adoption in 1988, the system has remained largely unchanged. The basic criteria for the definition of desirable ranges have remained unchanged. The weight of the factors taken into account for the distribution of geographical posts remains at 55 per cent for contribution, 40 per cent for membership and 5 per cent for population. Table 1 below shows the options and scenarios for reviewing the system of desirable ranges that have been discussed in the General Assembly since 1988.

Table 1
Options and scenarios for reviewing the system of desirable ranges since 1988

Document	*Symbol*	*Options and scenarios*	*Outcome*
Report of the Secretary-General	A/C.5/46/2 (27 August 1991)	Options for changing the relative weight of factors: membership, population and contribution	No decision; establishment of a working group of the Fifth Committee (resolution 47/226, sect. A.1, para. 4)
Working Group of the Fifth Committee on the equitable geographical representation of Member States in the Secretariat	A/C.5/48/45 (7 December 1993)	Issues were raised by delegations during the debates (see A/C.5/48/45, para. 5)	The Working Group found itself unable to agree on specific conclusions and recommendations (A/C.5/48/45, para. 6)
Report of the Secretary-General	A/57/414, paras. 38–59 (17 September 2002)	Options for changing the relative weight of factors: membership, population and contribution	No decision can be found
Report of the Secretary-General	A/58/767 (8 April 2004)	Inclusion of troop contribution as a fourth factor in the calculation of desirable ranges (para. 23)	No decision can be found
Report of the Secretary-General	A/59/724 (4 March 2005)	Changes in the weight of the three main factors Changing the number of posts in the base figure through the inclusion of new personnel categories Inclusion of weighted ranges based on the gross salary	No decision can be found
Report of the Secretary-General	A/65/305/Add.2 (2 September 2010)	Variations of the relative weights of existing factors within the current base figure Changes in the number of posts in the base figure through the inclusion of new funding categories Application of a weighted system of ranges based on the gross salary	Staff members would retain geographical status when serving against a geographical post, except those recruited under the young professionals programme (resolution 65/247, para. 66)

Document	*Symbol*	*Options and scenarios*	*Outcome*
Report of the Secretary-General	A/67/324 (22 August 2012)	The Secretary-General sought guidance on the following issues: • The types of post and source of funding that should be included • Whether the weights of the factors should be amended • Whether the posts to be counted should be established for a minimum period	Posts to be considered were those financed through the regular budget (resolution 67/255, para. 46)
Report of the Secretary-General	A/69/190/Add.4 (2 September 2014)	The Secretary-General recommended changes to update the lower and upper limits based on changes in base figure and membership	No General Assembly resolution
Report of the Secretary-General	A/71/323/Add.2 (1 September 2016)	The Secretary-General recommended changes to update lower and upper limits based on changes in base figure and membership	No decision

Source: For data from 1991 to 2012, A/69/572.

III. Review of the current system of desirable ranges

13. A review of the steps for determining the desirable range and representation of individual Member States as at 31 December 2017 is provided in annex I.

Step 1. Determining the posts subject to geographical distribution (base figure) for the system of desirable ranges

14. The population of posts subject to geographical distribution provides the base figure[1] used for the determination of all desirable ranges under the current system, which was originally 2,700,[2] on 1 January 1988, and had increased to 3,600 on 31 December 2017 (see A/73/79, footnote 10). The base figure includes only posts in the Professional and higher categories in the Secretariat, with certain exclusions,[3] such as language posts,[4] funded under the regular budget.

[1] The base figure represents the population of posts subject to geographical distribution rounded down to the nearest hundred (resolution 42/220 A, sect. III, para. 1 (f)).

[2] See resolution 42/220 A, sect. III, para. 1 (a).

[3] Exclusions comprise the following types of positions funded under the regular budget: language, mission, jointly financed activities, general temporary assistance, temporary assistance for meetings.

[4] The entry mechanism for language staff is one of the several Language Competitive Examinations, which are open to all nationals (regardless of the representation status of the Member State) and are designed to ensure the highest quality standards for the linguistic services and products of the United Nations, as well as increased diversity.

Step 2. Determining the factors and weights for the system of desirable ranges

15. The factors and their respective weights determine how the posts subject to geographical distribution (base figure) are distributed under the system of desirable ranges. The desirable range of each Member State is determined through the application of the respective factors and weights to the base figure, which are then added together to establish a midpoint number of posts for each Member State. The weights and factors under the current system are as follows: membership factor, 40 per cent; contribution factor, 55 per cent; and population, 5 per cent. Therefore, with the current base figure of 3,600, there are 1,440 posts distributed for the membership factor, 180 posts for the population factor and 1,980 posts for the contribution factor.

2.1. Membership factor

16. The principle that all Member States should be represented in the Secretariat is reflected in the membership factor, which is applied equally to all Member States. The membership factor of each Member State is equal to 7.46 posts and is calculated as the membership factor weight (40 per cent) multiplied by the base figure (3,600) and divided by the number of Member States (193):

(40% x 3,600) ÷ 193 = 7.46[5] membership factor posts of the Member State

2.2. Population factor

17. The differences in population among Member States are taken into consideration through the application of the population factor. It is based on the proportion of the population of each Member State relative to the total population of all Member States. It is calculated for each Member State as the population factor weight (5 per cent) multiplied by the base figure (3,600) and multiplied by the individual Member State's population, and then divided by the total population of all Member States:[6]

5% x 3,600 x (population of the Member State ÷ 7,370,049,000) = number of population factor posts of the Member State[7]

2.3. Contribution factor

18. The posts allotted in accordance with the contribution factor are distributed to the Member States in proportion to the latest scale of assessments of the regular budget (see resolution 70/245). They are calculated for each Member State as the contribution factor weight (55 per cent) multiplied by the base figure (3,600) multiplied by the percentage of the Member State's contribution to the regular budget:

55% x 3,600 x percentage of the Member State's contribution to the regular budget = contribution factor posts of the Member State[8]

2.4. Midpoint

19. The midpoint of a Member State's desirable range is determined by adding the posts distributed to the Member State through the application of the membership,

[5] See annex I, column 2, for the membership factor of each Member State.

[6] See "Total population (both sexes combined) by region, subregion and country, annually for 1950–2100", in United Nations, World Population Prospects: The 2017 Revision, DVD Edition, available at https://esa.un.org/unpd/wpp/DVD/Files/1_Indicators%20(Standard)/EXCEL_FILES/1_Population/WPP2017_POP_F01_1_TOTAL_POPULATION_BOTH_SEXES.xlsx.

[7] See annex I, column 3, for the population factor of each Member State.

[8] See annex I, column 4, for the contribution factor of each Member State.

population and contribution factors, as described in steps 2.1, 2.2 and 2.3 above. The sum of all the individual Member States' midpoints is equal to the base figure.[9]

2.5. Lower and upper limits of the desirable range

20. The lower and upper limits of the desirable range extend 15 per cent upward and downward from the midpoint of each Member State, but not fewer than 4.8 posts up and down, with the upper limit of the range being not fewer than 14 posts. The calculations for the lower and upper limits are based on the number of geographical posts and of Member States as at 1 January 1988 and explained below.

(a) Lower limit

21. The lower limit of the desirable range is 15 per cent down from the midpoint, but not fewer than 4.8 posts, as established in resolution 42/220 A. The figure of 4.8 posts was the result of multiplying the number of posts subject to geographical distribution as at 1 January 1988 (2,700) by the membership factor weight (40 per cent), dividing it by the number of Member States (159) and subtracting the lower limit established in resolution 31/26 (2 posts):

$$[(2{,}700 \times 40\%) \div 159] - 2 = 4.8$$[10]

(b) Upper limit

22. The upper limit is equal to an increase of 15 per cent up from the midpoint, but not fewer than 4.8 posts.[11] The General Assembly, in its resolution 42/220 A, decided that the upper limit of the range would be not fewer than 14 posts.[12]

Step 3. Determining the representation status of Member States

23. Once the lower and upper limits of a Member State's desirable range have been calculated, the number of its nationals with geographical status[13] is calculated and compared with its desirable range to determine its representation status.[14] The General Assembly has decided that staff members have geographical status when they serve against posts subject to geographical distribution, and that those recruited under the young professionals programme shall always retain their geographical status.[15]

24. A Member State is considered "unrepresented" when it has no nationals with geographical status. It is "underrepresented" when the number of its nationals with geographical status is below the lower limit of the desirable range. It is "within range" when the number of its nationals with geographical status is at or between the upper and lower limits of the desirable range. Finally, it is "overrepresented" when the number of its nationals with geographical status exceeds the upper limit of the desirable range.

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[9] See annex I, column 5, for the midpoint of each Member State

[10] See annex I, column 6, for the down from the midpoint figure of each Member State and column 7 for the lower limit of its desirable range.

[11] See annex I, column 6, for the up from the midpoint figure of each Member State and column 8 for the upper limit of its desirable range.

[12] This is true even though the calculation is equal to 12, being the base figure (2,700) multiplied by the membership factor weight (40%) and divided by the number of Member States at 1 January 1988 (159), plus the 4.8 posts as calculated above: $[(2{,}700 \times 40\%) \div 159] + 4.8 = 12$.

[13] See annex I, column 9, for the number of staff members with geographical status of each Member State.

[14] See annex I, column 10, for the representation status of each Member State.

[15] See resolution 65/247, para. 66. Staff not counted as having geographical status include those with temporary and limited appointments and those who are inactive (i.e. on secondment or special leave without pay).

25. As at 31 December 2017, for all Member States to be within or over their desirable range, 421 nationals from unrepresented and underrepresented Member States would need to be recruited (see annex I, column 11). This number, which is 11.7 per cent of the base figure of 3,600, is smaller than that of vacant posts subject to geographical distribution and posts temporarily encumbered by staff without geographical status as at 31 December 2017 (see A/73/79, footnote 10). Also, most Member States have more nationals in the Professional and higher categories who are without geographical status (see annex I, columns 12–14).

IV. Proposals for the system of desirable ranges

26. The proposals are grouped according to changes in the base figure (i.e. positions subject to geographical distribution), which is either being retained or widened as follows:

- Group 1: retain the current base figure
- Group 2: widen the base figure to include all international positions[16]
- Group 3: widen the base figure to include all international positions except language positions
- Group 4: widen the base figure to include all international positions except language and extrabudgetary positions

27. Each of the four groups contains four proposals relating to changes in the factors and weights compared with the current system as follows:

- 1 (a), 2 (a), 3 (a) and 4 (a): current factors and weights
- 1 (b), 2 (b), 3 (b) and 4 (b): increase membership factor weight by 5 per cent and decrease contribution factor weight by 5 per cent
- 1 (c), 2 (c), 3 (c) and 4 (c): increase membership factor weight by 15 per cent and decrease contribution factor weight by 15 per cent
- 1 (d), 2 (d), 3 (d) and 4 (d): decrease contribution factor weight by 27.5 per cent and add a new factor of 27.5 per cent for countries contributing troops and/or police[17]

28. Table 2 provides a comparative summary of the proposals regarding the system of desirable ranges and the potential impact on the representation of Member States based on the data as at 31 December 2017. For a comparative analysis of the representation of Member States, including the lower and upper limits, the number of staff with geographical status and representation status, see annex II.

[16] Similar to the current base figure, the base figures under proposal groups 2, 3 and 4 exclude the following categories of regular budget positions: jointly financed activities, general temporary assistance and temporary assistance for meetings. Also, for proposal groups 2, 3 and 4, international staff encumbering those positions are counted as having geographical status, as are those recruited under the young professionals programme, except for those with temporary appointments or limited appointments and those who are inactive (i.e. on secondment or special leave without pay).

[17] The remaining positions that are allotted to the troop- and police-contributing countries factor are distributed to the Member States in proportion to their contribution of troops and/or police personnel. They are calculated for each Member State as the troop- and police-contributing countries factor weight (27.5 per cent), multiplied by the base figure and multiplied by the Member State's number of troops and/or police personnel, divided by the total number of such personnel: 27.5% x base figure x (troops and police personnel of the Member State ÷ total number of troops and police personnel) = troop- and police-contributing countries factor position of the Member State.

Table 2

Comparative summary of proposals and potential Member State representation

(Based on data as at 31 December 2017)

Group	*Subgroup*	*Base figure*[a]	*Staff with geographical status*	*Factors and weights (percentage)*				*Representation status*			
				Membership	*Population*	*Contribution*	*Troop police contributors*	*Unrepresented*	*Under-represented*	*Within range*	*Over-represented*
Representation status as at 31 December 2017		**3 600**	**3 074**	**40**	**5**	**55**	**–**	**19**	**44**	**103**	**27**
1. Retain current base figure	(a) Current factors and weights	3 600	3 074	40	5	55	–	19	32	116	26
	(b) Increase membership 5% and decrease contribution 5%			45	5	50	–	19	30	119	25
	(c) Increase membership 15% and decrease contribution 15%			55	5	40	–	19	27	130	17
	(d) Decrease contribution 27.5% and add new factor of 27.5% for troop- and police-contributing countries			40	5	27.5	27.5	19	51	96	27
2. Widen base figure to include all international positions	(a) Current factors and weights	16 800	12 670	40	5	55	–	11	44	108	30
	(b) Increase membership 5% and decrease contribution 5%			45	5	50	–	11	40	111	31
	(c) Increase membership 15% and decrease contribution 15%			55	5	40	–	11	33	123	26
	(d) Decrease contribution 27.5% and add new factor of 27.5% for troop- and police-contributing countries			40	5	27.5	27.5	11	47	112	23
3. Widen base figure to include all international positions except language posts	(a) Current factors and weights	15 900	11 836	40	5	55	–	11	42	110	30
	(b) Increase membership 5% and decrease contribution 5%			45	5	50	–	11	38	117	27
	(c) Increase membership 15% and decrease contribution 15%			55	5	40	–	11	33	125	24
	(d) Decrease contribution 27.5% and add new factor of 27.5% for troop- and police-contributing countries			40	5	27.5	27.5	11	48	112	22
4. Widen base figure to include all international positions except language and extrabudgetary posts	(a) Current factors and weights	12 500	9 833	40	5	55	–	13	47	96	37
	(b) Increase membership 5% and decrease contribution 5%			45	5	50	–	13	45	102	33
	(c) Increase membership 15% and decrease contribution 15%			55	5	40	–	13	37	115	28
	(d) Decrease contribution 27.5% and add new factor of 27.5% for troop- and police-contributing countries			40	5	27.5	27.5	13	47	103	30

[a] Number of positions subject to geographical distribution.

Updating lower and upper limits

29. All proposals include updating of the calculation of the lower and upper limits of the desirable range (see step 2.5) using the latest base figure and number of Member States, as previously recommended (see A/71/323/Add.2).

30. The minimum figure of 4.8 posts down from midpoint to determine the lower limit as described in step 2.5 (a) above was calculated on the basis of values valid as at 1 January 1988 (base figure of 2,700 posts and 159 Member States). As the base figure and number of Member States have changed over time, the figure of 4.8 should be updated accordingly. If this is agreed, as at 31 December 2017, the 4.8 posts would become 5.5 posts, calculated using the base figure of posts for the group 1 proposals[18] (3,600) multiplied by the membership factor weight (40 per cent) and divided by the actual number of Member States (193), minus the minimum lower limit of two established in resolution 31/26:

$$[(3{,}600 \times 40\%) \div 193] - 2 = 5.5 \text{ (rounded)}$$

31. Similarly, the minimum upper limit of 14 posts described in step 2.5 (b) above could be calculated as the base figure as at 31 December 2017 for the group 1 proposals (3,600), multiplied by the membership factor weight (40 per cent) and divided by the actual number of Member States (193), plus the figure of 5.5 posts as calculated in paragraph 20; consequently, the minimum upper limit should also be changed to 13 posts as at 31 December 2017:

$$[(3{,}600 \times 40\%) \div 193] + 5.5 = 13 \text{ (rounded)}$$

32. Updating of the lower and upper limits would result in 86 Member States with a minimum lower limit of 2 and an upper limit of 13 posts and the number of Member States within range would increase from 103 to 116. Currently, using the values valid as at 1 January 1988 (base figure of 2,700 posts and 159 Member States) results in 99 Member States with a range of 3 to 14 posts and 103 Member States within range.

Group 1. Retain current base figure

33. Proposal group 1 retains the current base figure as described in paragraph 14 and the number of staff with geographical status as described in paragraph 23. Under this group of proposals, except proposal 1 (d), the number of Member States within range increases over the current number.

(a) Current factors and weights

34. The first proposal in this group retains the current factors and weights, namely, membership 40 per cent, population 5 per cent and contribution 55 per cent. As shown in table 2, proposal 1 (a) would result in an increase in the number of Member States that are within range from 103 to 116.

(b) Increase membership 5 per cent and decrease contribution 5 per cent

35. This proposal increases the membership's weight by 5 per cent (i.e. from 40 to 45 per cent) and reduces the contribution weight by 5 per cent (i.e. from 55 to 50 per cent). No change is proposed for the population factor. As shown in table 2, proposal

[18] For proposal groups 2, 3 and 4 where the base figures widen from the current base figure, the minimum downward and upward from the midpoint figures are calculated using the respective base figure for that group.

1 (b) would result in an increase in the number of Member States that are within range from 103 to 119.

(c) Increase membership 15 per cent and decrease contribution 15 per cent

36. This proposal increases the membership's weight by 15 per cent (i.e. from 40 to 55 per cent) and reduces the contribution weight by 15 per cent (i.e. from 55 to 40 per cent). No change is proposed for the population factor. As shown in table 2, proposal 1 (c) would result in an increase in the number of Member States that are within range from 103 to 130.

(d) Decrease contribution 27.5 per cent and add new factor of 27.5 per cent for troop- and police-contributing countries

37. This proposal decreases the contribution weight by 27.5 per cent and adds a new factor, with a weight of 27.5 per cent, based on the contribution of troops and police personnel by a Member State. The weight of the membership and population factors remain the same (40 per cent and 5 per cent, respectively). As shown in table 2, proposal 1 (d) would result in a decrease in the number of Member States that are within range from 103 to 96.

Group 2. Widen base figure to include all international positions

38. Proposal group 2 widens the current base figure to all international staff positions, including language positions, positions in special political missions and positions financed through other assessed (peacekeeping missions, support account) and extrabudgetary resources. Group 2 responds to the need to ensure as wide a geographical distribution of staff as possible in all entities, as requested by the General Assembly (resolution 63/250, sect. IX, para. 2).

(a) Current factors and weights

39. The first proposal in this group retains the current factors and weights, namely, membership 40 per cent, population 5 per cent and contribution 55 per cent. As shown in table 2, proposal 2 (a) would result in an increase in the number of Member States that are within range from 103 to 108.

(b) Increase membership 5 per cent and decrease contribution 5 per cent

40. This proposal increases the weight of membership by 5 per cent (i.e. from 40 to 45 per cent) and reduces the contribution weight by 5 per cent (i.e. from 55 to 50 per cent). No change is proposed for the population factor. As shown in table 2, proposal 2 (b) would result in an increase in the number of Member States that are within range from 103 to 111.

(c) Increase membership 15 per cent and decrease contribution 15 per cent

41. This proposal increases the membership weight by 15 per cent (i.e. from 40 to 55 per cent) and reduces the contribution weight by 15 per cent (i.e. from 55 to 40 per cent). No change is proposed for the population factor. As shown in table 2, proposal 2 (c) would result in an increase in the number of Member States that are within range from 103 to 123.

(d) Decrease contribution 27.5 per cent and add new factor for troop- and police-contributing countries of 27.5 per cent

42. This proposal decreases the contribution weight by 27.5 per cent and adds a new factor, with a weight of 27.5 per cent, based on the contribution of troops and police personnel of a Member State. The weight for the membership factor and the population factor remain the same (40 per cent and 5 per cent, respectively). As shown in table 2, proposal 2 (d) would result in an increase in the number of Member States that are within range from 103 to 112.

Group 3. Widen base figure to include all international positions except language positions

43. Proposal group 3, similar to group 2, widens the current base figure to include all international staff positions, excluding language positions. Group 3 still responds to the need to ensure as wide a geographical distribution of staff as possible in all entities, as requested by the General Assembly (resolution 63/250, sect. IX, para. 2).

(a) Current factors and weights

44. The first proposal in this group retains the current factors and weights, namely, membership 40 per cent, population 5 per cent and contribution 55 per cent. As shown in table 2, proposal 3 (a) would result in an increase in the number of Member States that are within range from 103 to 110.

(b) Increase membership 5 per cent and decrease contribution 5 per cent

45. This proposal increases the membership weight by 5 per cent (i.e. from 40 to 45 per cent) and reduces the contribution weight by 5 per cent (i.e. from 55 to 50 per cent). No change is proposed for the population factor. As shown in table 2, proposal 3 (b) would result in an increase in the number of Member States that are within range from 103 to 117.

(c) Increase membership 15 per cent and decrease contribution 15 per cent

46. This proposal increases the membership weight by 15 per cent (i.e. from 40 to 55 per cent) and reduces the contribution weight by 15 per cent (i.e. from 55 to 40 per cent). No change is proposed for the population factor. As shown in table 2, proposal 3 (c) would result in an increase in the number of Member States that are within range from 103 to 125.

(d) Decrease contribution 27.5 per cent and add new factor for troop- and police-contributing countries of 27.5 per cent

47. This proposal decreases the contribution weight by 27.5 per cent and adds a new factor, with a weight of 27.5 per cent, based on the contribution of troops and police personnel of a Member State. The weight for the membership factor and the population factor remain the same in this proposal (40 per cent and 5 per cent, respectively). As shown in table 2, proposal 3 (d) would result in an increase in the number of Member States that are within range from 103 to 112.

Group 4. Widen base figure to include all international positions except language and extrabudgetary positions

48. Proposal group 4 also widens the current base figure to include all international staff positions (similar to group 2), excluding language (similar to group 3) and extrabudgetary positions.

(a) Current factors and weights

49. The first proposal in this group retains the current factors and weights, namely, membership 40 per cent, population 5 per cent and contribution 55 per cent. As shown in table 2, proposal 4 (a) would result in a decrease in the number of Member States that are within range from 103 to 96.

(b) Increase membership 5 per cent and decrease contribution 5 per cent

50. This proposal increases the membership weight by 5 per cent (i.e. from 40 to 45 per cent) and reduces the contribution weight by 5 per cent (i.e. from 55 to 50 per cent). No change is proposed for the population factor. As shown in table 2, proposal 4 (b) would result in a decrease in the number of Member States that are within range from 103 to 102.

(c) Increase membership 15 per cent and decrease contribution 15 per cent

51. This proposal increases the membership weight by 15 per cent (i.e. from 40 to 55 per cent) and reduces the contribution weight by 15 per cent (i.e. from 55 to 40 per cent). No change is proposed for the population factor. As shown in table 2, proposal 4 (c) would result in an increase in the number of Member States that are within range from 103 to 115.

(d) Decrease contribution 27.5 per cent and add new factor for troop- and police-contributing countries of 27.5 per cent

52. This proposal decreases the contribution weight by 27.5 per cent and adds a new factor, with a weight of 27.5 per cent, based on the contribution of troops and police personnel of a Member State. The weight of the membership and population factors remains the same in this proposal (40 per cent and 5 per cent, respectively). As shown in table 2, proposal 4 (d) would result in the number of Member States that are within range remaining the same, at 103.

53. The Secretary-General would update the calculation of the desirable ranges, including minimum lower and upper limits, at the start of the regular budget cycle, namely on 1 January, and the start of the peacekeeping budget cycle, on 1 July (if those positions are included in the system of desirable ranges).

54. Overall, table 2 shows that widening the current base figure (groups 2–4) would reduce the number of Member States that are unrepresented.

V. Conclusion and recommendations

55. **The Secretary-General considers that the final decision regarding the factors and weights to be applied to the system of desirable ranges rests with the General Assembly, and he stands ready to provide further scenarios, if so requested by the Assembly, to facilitate the deliberations.**

56. **The Secretary-General invites the General Assembly to take note of the present report and to give further guidance to the Secretariat, as appropriate.**

Annex I

Calculation of the desirable ranges of Member States

(Based on data as at 31 December 2017)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	*Step 2.1: membership factor*	*Step 2.2: population factor*	*Step 2.3: contribution factor*	*(5 = 2 + 3 + 4) Step 2.4: midpoint*	*Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)*	*(7 = 5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)*	*(8 = 5 + 6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)*	*Step 3: staff with geo. status*	*Step 3: rep status*	*(11 = 7-9) Staff needing to be recruited from un- and under-represented Member States*	*Professional and higher*	*Field Service*	*General Service and related*
Afghanistan	7.46	0.82	0.12	8.40	4.80	4	14	1	Under	3	24	31	1 121
Albania	7.46	0.07	0.16	7.69	4.80	3	14	8	Within		13	4	9
Algeria	7.46	0.97	3.19	11.62	4.80	7	16	10	Within		26	1	28
Andorra	7.46	0.00	0.12	7.58	4.80	3	14	0	Un	3	2	0	0
Angola	7.46	0.68	0.20	8.34	4.80	4	14	0	Un	4	2	9	2
Antigua and Barbuda	7.46	0.00	0.04	7.50	4.80	3	14	1	Under	2	1	3	1
Argentina	7.46	1.06	17.66	26.18	4.80	21	31	34	Over		95	7	53
Armenia	7.46	0.07	0.12	7.65	4.80	3	14	11	Within		7	3	5
Australia	7.46	0.58	46.27	54.31	8.15	46	62	52	Within		164	24	26
Austria	7.46	0.21	14.26	21.93	4.80	17	27	33	Over		92	20	229
Azerbaijan	7.46	0.23	1.19	8.88	4.80	4	14	6	Within		7	1	8
Bahamas	7.46	0.01	0.28	7.75	4.80	3	14	5	Within		5	1	2
Bahrain	7.46	0.03	0.87	8.36	4.80	4	14	2	Under	2	2	0	7
Bangladesh	7.46	3.94	0.20	11.60	4.80	7	16	13	Within		78	10	14
Barbados	7.46	0.01	0.14	7.61	4.80	3	14	4	Within		8	6	9
Belarus	7.46	0.23	1.11	8.80	4.80	4	14	3	Under	1	17	0	11
Belgium	7.46	0.28	17.52	25.26	4.80	20	30	33	Over		144	10	36
Belize	7.46	0.01	0.02	7.49	4.80	3	14	1	Under	2	0	0	3
Benin	7.46	0.26	0.06	7.78	4.80	3	14	8	Within		48	20	6
Bhutan	7.46	0.02	0.02	7.50	4.80	3	14	4	Within		12	18	1
Bolivia (Plurinational State of)	7.46	0.26	0.24	7.96	4.80	3	14	6	Within		20	0	22
Bosnia and Herzegovina	7.46	0.09	0.26	7.81	4.80	3	14	7	Within		36	62	46

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	Step 2.1: membership factor	Step 2.2: population factor	Step 2.3: contribution factor	(5 = 2 + 3 + 4) Step 2.4: midpoint	Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)	(7 = 5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)	(8 = 5 + 6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)	Step 3: staff with geo. status	Step 3: rep status	(11 = 7-9) Staff needing to be recruited from un- and under-represented Member States	Professional and higher	Field Service	General Service and related
Botswana	7.46	0.05	0.28	7.79	4.80	3	14	11	Within		6	2	2
Brazil	7.46	5.03	75.70	88.19	13.23	75	101	54	Under	21	69	6	53
Brunei Darussalam	7.46	0.01	0.57	8.04	4.80	3	14	1	Under	2	1	0	0
Bulgaria	7.46	0.18	0.89	8.53	4.80	4	14	18	Over		29	9	12
Burkina Faso	7.46	0.44	0.08	7.98	4.80	3	14	6	Within		45	22	10
Burundi	7.46	0.25	0.02	7.73	4.80	3	14	9	Within		37	44	35
Cabo Verde	7.46	0.01	0.02	7.49	4.80	3	14	1	Under	2	5	0	0
Cambodia	7.46	0.38	0.08	7.92	4.80	3	14	0	Un	3	4	6	87
Cameroon	7.46	0.56	0.20	8.22	4.80	3	14	31	Over		126	40	49
Canada	7.46	0.88	57.84	66.18	9.93	56	76	104	Over		388	54	114
Central African Republic	7.46	0.11	0.02	7.59	4.80	3	14	1	Under	2	7	17	560
Chad	7.46	0.34	0.10	7.90	4.80	3	14	3	Within		16	3	25
Chile	7.46	0.43	7.90	15.79	4.80	11	21	31	Over		37	4	295
China	7.46	34.89	156.84	199.19	29.88	169	229	87	Under	82	266	4	135
Colombia	7.46	1.18	6.38	15.02	4.80	10	20	12	Within		55	5	202
Comoros	7.46	0.02	0.02	7.50	4.80	3	14	1	Under	2	2	1	1
Congo	7.46	0.12	0.12	7.70	4.80	3	14	3	Within		14	6	11
Costa Rica	7.46	0.12	0.93	8.51	4.80	4	14	8	Within		8	0	3
Côte d'Ivoire	7.46	0.56	0.18	8.20	4.80	3	14	8	Within		75	104	20
Croatia	7.46	0.10	1.96	9.52	4.80	5	14	8	Within		26	49	36
Cuba	7.46	0.28	1.29	9.03	4.80	4	14	4	Within		12	0	9
Cyprus	7.46	0.03	0.85	8.34	4.80	4	14	3	Under	1	2	4	99
Czechia	7.46	0.26	6.81	14.53	4.80	10	19	15	Within		10	4	24
Democratic People's Republic of Korea	7.46	0.62	0.10	8.18	4.80	3	14	1	Under	2	1	0	0
Democratic Republic of the Congo	7.46	1.86	0.16	9.48	4.80	5	14	8	Within		52	82	2 174

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	*Step 2.1: membership factor*	*Step 2.2: population factor*	*Step 2.3: contribution factor*	*(5=2+3+4) Step 2.4: midpoint*	*Up and down from midpoint (greater of 15% of midpoint or 4.8 posts[1]*	*(7=5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)*	*(8=5+6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)*	*Step 3: staff with geo. status*	*Step 3: rep. status*	*(11=7-9) Staff needing to be recruited from un- and under-represented Member States*	*Professional and higher*	*Field Service*	*General Service and related*
Denmark	7.46	0.14	11.56	19.16	4.80	14	24	25	Over		63	6	12
Djibouti	7.46	0.02	0.02	7.50	4.80	3	14	4	Within		8	2	2
Dominica	7.46	0.00	0.02	7.48	4.80	3	14	1	Under	2	1	0	5
Dominican Republic	7.46	0.26	0.91	8.63	4.80	4	14	7	Within		3	2	10
Ecuador	7.46	0.39	1.33	9.18	4.80	4	14	13	Within		13	2	16
Egypt	7.46	2.29	3.01	12.76	4.80	8	18	21	Over		142	24	86
El Salvador	7.46	0.15	0.28	7.89	4.80	3	14	6	Within		11	3	13
Equatorial Guinea	7.46	0.03	0.20	7.69	4.80	3	14	0	Un	3	0	0	2
Eritrea	7.46	0.12	0.02	7.60	4.80	3	14	5	Within		2	47	12
Estonia	7.46	0.03	0.75	8.24	4.80	3	14	6	Within		5	1	1
Eswatini	7.46	0.03	0.04	7.53	4.80	3	14	4	Within		2	1	1
Ethiopia	7.46	2.44	0.20	10.10	4.80	5	15	23	Over		86	87	607
Fiji	7.46	0.02	0.06	7.54	4.80	3	14	12	Within		18	57	16
Finland	7.46	0.13	9.03	16.62	4.80	12	21	24	Over		70	16	6
France	7.46	1.57	96.21	105.24	15.79	89	121	139	Over		631	35	657
Gabon	7.46	0.05	0.34	7.85	4.80	3	14	2	Under	1	6	0	12
Gambia	7.46	0.05	0.02	7.53	4.80	3	14	4	Within		29	12	3
Georgia	7.46	0.10	0.16	7.72	4.80	3	14	3	Within		8	15	6
Germany	7.46	2.00	126.50	135.96	20.39	116	156	152	Within		323	12	56
Ghana	7.46	0.67	0.32	8.45	4.80	4	14	14	Within		118	98	45
Greece	7.46	0.27	9.33	17.06	4.80	12	22	13	Within		41	5	17
Grenada	7.46	0.00	0.02	7.48	4.80	3	14	1	Under	2	3	0	2
Guatemala	7.46	0.40	0.55	8.41	4.80	4	14	8	Within		16	22	25
Guinea	7.46	0.30	0.04	7.80	4.80	3	14	6	Within		16	14	15
Guinea-Bissau	7.46	0.04	0.02	7.52	4.80	3	14	2	Under	1	4	2	60
Guyana	7.46	0.02	0.04	7.52	4.80	3	14	8	Within		7	3	30
Haiti	7.46	0.26	0.06	7.78	4.80	3	14	5	Within		25	54	218
Honduras	7.46	0.22	0.16	7.84	4.80	3	14	4	Within		11	9	12

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	Step 2.1: membership factor	Step 2.2: population factor	Step 2.3: contribution factor	(5 = 2+3+4) Step 2.4: midpoint	Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)	(7 = 5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)	(8 = 5+6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)	Step 3: staff with geo. status	Step 3: rep. status	(11 = 7-9) Staff needing to be recruited from un- and under-represented Member States	Professional and higher	Field Service	General Service and related
Hungary	7.46	0.24	3.19	10.89	4.80	6	16	10	Within		14	0	11
Iceland	7.46	0.01	0.46	7.93	4.80	3	14	5	Within		3	4	0
India	7.46	31.97	14.59	54.02	8.10	46	62	61	Within		218	130	177
Indonesia	7.46	6.31	9.98	23.75	4.80	19	29	13	Under	6	25	7	35
Iran (Islamic Republic of)	7.46	1.94	9.33	18.73	4.80	14	24	10	Under	4	26	1	24
Iraq	7.46	0.88	2.55	10.89	4.80	6	16	6	Within		20	53	474
Ireland	7.46	0.11	6.63	14.20	4.80	9	19	21	Over		87	16	35
Israel	7.46	0.20	8.51	16.17	4.80	11	21	12	Within		20	2	69
Italy	7.46	1.45	74.21	83.12	12.47	71	96	136	Over		296	22	337
Jamaica	7.46	0.07	0.18	7.71	4.80	3	14	5	Within		15	15	60
Japan	7.46	3.13	191.66	202 25	30.34	172	233	75	Under	97	140	3	51
Jordan	7.46	0.22	0.40	8.08	4.80	3	14	17	Over		67	36	164
Kazakhstan	7.46	0.43	3.78	11.67	4.80	7	16	8	Within		9	0	17
Kenya	7.46	1.15	0.36	8.97	4.80	4	14	44	Over		253	219	1 193
Kiribati	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	0	0	0
Kuwait	7.46	0.10	5.64	13.20	4.80	8	18	0	Un	8	1	0	4
Kyrgyzstan	7.46	0.14	0.04	7.64	4.80	3	14	4	Within		15	2	14
Lao People's Democratic Republic	7.46	0.16	0.06	7.68	4.80	3	14	0	Un	3	0	0	4
Latvia	7.46	0.05	0.99	8.50	4.80	4	14	5	Within		6	2	4
Lebanon	7.46	0.14	0.91	8.51	4.80	4	14	23	Over		94	110	934
Lesotho	7.46	0.05	0.02	7.53	4.80	3	14	2	Under	1	3	0	1
Liberia	7.46	0.11	0.02	7.59	4.80	3	14	2	Under	1	15	84	406
Libya	7.46	0.15	2.48	10.09	4.80	5	15	1	Under	4	4	0	44
Liechtenstein	7.46	0.00	0.14	7.60	4.80	3	14	0	Un	3	1	0	1
Lithuania	7.46	0.07	1.43	8.96	4.80	4	14	5	Within		10	1	7
Luxembourg	7.46	0.01	1.27	8.74	4.80	4	14	2	Under	2	9	0	0

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	*Step 2.1: membership factor*	*Step 2.2: population factor*	*Step 2.3: contribution factor*	*(5=2+3+4) Step 2.4: midpoint*	*Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)*	*(7=5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)*	*(8=5+6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)*	*Step 3: staff with geo. status*	*Step 3: rep. status*	*(11=7-9) Staff needing to be recruited from un- and under-represented Member States*	*Professional and higher*	*Field Service*	*General Service and related*
Madagascar	7.46	0.59	0.06	8.11	4.80	3	14	8	Within		6	3	18
Malawi	7.46	0.43	0.04	7.93	4.80	3	14	14	Within		17	1	5
Malaysia	7.46	0.75	6.38	14.59	4.80	10	19	11	Within		20	7	10
Maldives	7.46	0.01	0.04	7.51	4.80	3	14	4	Within		1	0	0
Mali	7.46	0.43	0.06	7.95	4.80	3	14	4	Within		23	8	750
Malta	7.46	0.01	0.32	7.79	4.80	3	14	5	Within		0	0	2
Marshall Islands	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	0	0	0
Mauritania	7.46	0.10	0.04	7.60	4.80	3	14	5	Within		19	0	6
Mauritius	7.46	0.03	0.24	7.73	4.80	3	14	7	Within		13	3	8
Mexico	7.46	3.07	28.41	38.94	5.84	33	45	57	Over		43	1	92
Micronesia (Federated States of)	7.46	0.00	0.02	7.48	4.80	3	14	1	Under	2	0	0	0
Monaco	7.46	0.00	0.20	7.66	4.80	3	14	0	Un	3	1	0	0
Mongolia	7.46	0.07	0.10	7.63	4.80	3	14	7	Within		10	3	9
Montenegro	7.46	0.02	0.08	7.56	4.80	3	14	5	Within		2	0	1
Morocco	7.46	0.85	1.07	9.38	4.80	5	14	10	Within		63	59	175
Mozambique	7.46	0.68	0.08	8.22	4.80	3	14	2	Under	1	4	6	6
Myanmar	7.46	1.28	0.20	8.94	4.80	4	14	8	Within		4	9	93
Namibia	7.46	0.06	0.20	7.72	4.80	3	14	3	Within		1	2	5
Nauru	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	0	0	0
Nepal	7.46	0.70	0.12	8.28	4.80	3	14	8	Within		79	50	26
Netherlands	7.46	0.41	29.34	37.21	5.58	32	43	44	Over		127	10	110
New Zealand	7.46	0.11	5.31	12.88	4.80	8	18	14	Within		52	26	4
Nicaragua	7.46	0.15	0.08	7.69	4.80	3	14	4	Within		4	1	5
Niger	7.46	0.49	0.04	7.99	4.80	3	14	6	Within		40	19	40
Nigeria	7.46	4.43	4.14	16.03	4.80	11	21	13	Within		138	61	56
Norway	7.46	0.13	16.81	24.40	4.80	20	29	16	Under	4	44	11	8
Oman	7.46	0.10	2.24	9.80	4.80	5	15	1	Under	4	0	0	0

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	*Step 2.1: membership factor*	*Step 2.2: population factor*	*Step 2.3: contribution factor*	*(5 = 2 + 3 + 4) Step 2.4: midpoint*	*Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)*	*(7 = 5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)*	*(8 = 5 + 6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)*	*Step 3: staff with geo. status*	*Step 3: rep. status*	*(11 = 7-9) Staff needing to be recruited from un- and under-represented Member States*	*Professional and higher*	*Field Service*	*General Service and related*
Pakistan	7.46	4.63	1.84	13.93	4.80	9	19	17	Within		94	62	134
Palau	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	0	0	0
Panama	7.46	0.10	0.67	8.23	4.80	3	14	6	Within		4	0	32
Papua New Guinea	7.46	0.19	0.08	7.73	4.80	3	14	2	Under	1	0	1	4
Paraguay	7.46	0.16	0.28	7.90	4.80	3	14	3	Within		8	2	5
Peru	7.46	0.77	2.69	10.92	4.80	6	16	6	Within		36	9	78
Philippines	7.46	2.48	3.27	13.21	4.80	8	18	19	Over		110	160	403
Poland	7.46	0.93	16.65	25.04	4.80	20	30	21	Within		41	3	20
Portugal	7.46	0.25	7.76	15.47	4.80	11	20	24	Over		59	23	18
Qatar	7.46	0.06	5.33	12.85	4.80	8	18	0	Un	8	1	0	0
Republic of Korea	7.46	1.24	40.37	49.07	7.36	42	56	41	Under	1	62	2	32
Republic of Moldova	7.46	0.10	0.08	7.64	4.80	3	14	6	Within		14	0	7
Romania	7.46	0.49	3.64	11.59	4.80	7	16	14	Within		64	106	91
Russian Federation	7.46	3.51	61.14	72.11	10.82	61	83	43	Under	18	303	40	151
Rwanda	7.46	0.28	0.04	7.78	4.80	3	14	11	Within		49	59	44
Saint Kitts and Nevis	7.46	0.00	0.02	7.48	4.80	3	14	5	Within		1	0	0
Saint Lucia	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	3	0	3
Saint Vincent and the Grenadines	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	1	0	2
Samoa	7.46	0.00	0.02	7.48	4.80	3	14	2	Under	1	1	4	3
San Marino	7.46	0.00	0.06	7.52	4.80	3	14	3	Within		0	0	0
Sao Tome and Principe	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	0	1	0
Saudi Arabia	7.46	0.77	22.69	30.92	4.80	26	36	3	Under	23	5	0	4
Senegal	7.46	0.37	0.10	7.93	4.80	3	14	9	Within		85	22	88
Serbia	7.46	0.22	0.63	8.31	4.80	4	14	10	Within		56	138	270
Seychelles	7.46	0.00	0.02	7.48	4.80	3	14	2	Under	1	3	1	1
Sierra Leone	7.46	0.18	0.02	7.66	4.80	3	14	6	Within		61	147	10

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	*Step 2.1: membership factor*	*Step 2.2: population factor*	*Step 2.3: contribution factor*	*(5=2+3+4) Step 2.4: midpoint*	*Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)*	*(7=5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)*	*(8=5+6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)*	*Step 3: staff with geo. status*	*Step 3: rep. status*	*(11=7-9) Staff needing to be recruited from un- and under-represented Member States*	*Professional and higher*	*Field Service*	*General Service and related*
Singapore	7.46	0.14	8.85	16.45	4.80	12	21	15	Within		16	1	4
Slovakia	7.46	0.13	3.17	10.76	4.80	6	16	9	Within		10	0	13
Slovenia	7.46	0.05	1.66	9.17	4.80	4	14	8	Within		7	0	8
Solomon Islands	7.46	0.01	0.02	7.49	4.80	3	14	1	Under	2	1	0	0
Somalia	7.46	0.34	0.02	7.82	4.80	3	14	4	Within		9	5	153
South Africa	7.46	1.35	7.21	16.02	4.80	11	21	20	Within		69	44	34
South Sudan	7.46	0.29	0.06	7.81	4.80	3	14	1	Under	2	3	1	1 341
Spain	7.46	1.13	48.37	56.96	8.54	48	66	81	Over		313	16	125
Sri Lanka	7.46	0.51	0.61	8.58	4.80	4	14	6	Within		30	33	34
Sudan	7.46	0.94	0.20	8.60	4.80	4	14	5	Within		41	17	2 297
Suriname	7.46	0.01	0.12	7.59	4.80	3	14	2	Under	1	2	0	1
Sweden	7.46	0.24	18.93	26.63	4.80	22	31	27	Within		92	9	13
Switzerland	7.46	0.20	22.57	30.23	4.80	25	35	34	Within		126	5	167
Syrian Arab Republic	7.46	0.46	0.48	8.40	4.80	4	14	3	Under	1	30	21	196
Tajikistan	7.46	0.21	0.08	7.75	4.80	3	14	4	Within		12	27	10
Thailand	7.46	1.68	5.76	14.90	4.80	10	20	8	Under	2	14	9	371
The former Yugoslav Republic of Macedonia	7.46	0.05	0.14	7.65	4.80	3	14	5	Within		11	7	12
Timor-Leste	7.46	0.03	0.06	7.55	4.80	3	14	0	Un	3	1	15	5
Togo	7.46	0.18	0.02	7.66	4.80	3	14	5	Within		25	3	13
Tonga	7.46	0.00	0.02	7.48	4.80	3	14	4	Within		0	0	0
Trinidad and Tobago	7.46	0.03	0.67	8.16	4.80	3	14	18	Over		17	39	92
Tunisia	7.46	0.28	0.55	8.29	4.80	3	14	11	Within		51	9	33
Turkey	7.46	1.91	20.16	29.53	4.80	25	34	29	Within		39	2	37
Turkmenistan	7.46	0.14	0.51	8.11	4.80	3	14	2	Under	1	2	0	22
Tuvalu	7.46	0.00	0.02	7.48	4.80	3	14	0	Un	3	0	0	0
Uganda	7.46	0.98	0.18	8.62	4.80	4	14	26	Over		133	62	470

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
											Staff without geographical status (category)		
Member State	*Step 2.1: membership factor*	*Step 2.2: population factor*	*Step 2.3: contribution factor*	*(5=2+3+4) Step 2.4. midpoint*	*Up and down from midpoint (greater of 15% of midpoint or 4.8 posts)*	*(7=5-6) Step 2.5(a): lower limit (midpoint minus down from midpoint figure)*	*(8=5+6 or 14 posts) Step 2.5(b): upper limit (greater of midpoint plus up from midpoint figure or 14 posts)*	*Step 3 staff with geo. status*	*Step 3: rep. status*	*(11=7-9) Staff needing to be recruited from un- and under-represented Member States*	*Professional and higher*	*Field Service*	*General Service and related*
Ukraine	7.46	1.09	2.04	10.59	4.80	6	15	14	Within		61	25	96
United Arab Emirates	7.46	0.22	11.96	19.64	4.80	15	24	0	Un	15	0	0	0
United Kingdom of Great Britain and Northern Ireland	7.46	1.60	88.37	97.43	14.61	83	112	132	Over		497	59	151
United Republic of Tanzania	7.46	1.32	0.20	8.98	4.80	4	14	5	Within		43	76	106
United States of America	7.46	7.81	435.60	450.87	67.63	383	519	360	Under	23	859	128	1 156
Uruguay	7.46	0.08	1.56	9.10	4.80	4	14	18	Over		49	14	25
Uzbekistan	7.46	0.76	0.46	8.68	4.80	4	14	11	Within		20	3	21
Vanuatu	7.46	0.01	0.02	7.49	4.80	3	14	1	Under	2	1	0	1
Venezuela (Bolivarian Republic of)	7.46	0.76	11.31	19.53	4.80	15	24	10	Under	5	22	2	13
Viet Nam	7.46	2.29	1.15	10.90	4.80	6	16	5	Under	1	7	0	9
Yemen	7.46	0.66	0.20	8.32	4.80	4	14	6	Within		10	4	82
Zambia	7.46	0.39	0.14	7.99	4.80	3	14	6	Within		30	12	24
Zimbabwe	7.46	0.39	0.08	7.93	4.80	3	14	19	Over		75	28	17
Total	**1 440**	**180**	**1 980**	**3 600**				**3 074**		**421**	**9 609**	**3 668**	**21 589**

Abbreviations: geo., geographical; over, overrepresented; rep., representation; un, unrepresented; under, underrepresented; within, within range.

Annex II

Comparative analysis of the representation of Member States, by proposal group

(Based on data as at 31 December 2017)

Group 1. Retain the current base figure

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Afghanistan	4	14	1	Under	3	14	1	Under	3	16	1	Under	3	19	1	Under	3	14	1	Under
Albania	3	14	8	Within	2	13	8	Within	2	15	8	Within	2	19	8	Within	2	13	8	Within
Algeria	7	16	10	Within	6	17	10	Within	6	19	10	Within	5	22	10	Within	5	16	10	Within
Andorra	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Angola	4	14	0	Un	3	14	0	Un	3	16	0	Un	3	19	0	Un	3	14	0	Un
Antigua and Barbuda	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Argentina	21	31	34	Over	21	32	34	Over	19	32	34	Over	16	32	34	Over	15	26	34	Over
Armenia	3	14	11	Within	2	13	11	Within	2	15	11	Within	2	19	11	Within	2	13	11	Within
Australia	46	62	52	Within	46	62	52	Within	43	59	52	Within	36	53	52	Within	26	37	52	Over
Austria	17	27	33	Over	16	27	33	Over	15	28	33	Over	13	29	33	Over	11	22	33	Over
Azerbaijan	4	14	6	Within	3	14	6	Within	3	16	6	Within	3	20	6	Within	3	14	6	Within
Bahamas	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Bahrain	4	14	2	Under	3	14	2	Under	3	16	2	Under	3	19	2	Under	2	13	2	Within
Bangladesh	7	16	13	Within	6	17	13	Within	6	19	13	Within	6	23	13	Within	76	102	13	Under
Barbados	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Belarus	4	14	3	Under	3	14	3	Within	3	16	3	Within	3	20	3	Within	3	14	3	Within
Belgium	20	30	33	Over	20	31	33	Over	18	31	33	Over	15	32	33	Over	11	22	33	Over
Belize	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Benin	3	14	8	Within	2	13	8	Within	2	15	8	Within	2	19	8	Within	12	23	8	Under
Bhutan	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Bolivia (Plurinational State of)	3	14	6	Within	2	13	6	Within	2	15	6	Within	2	19	6	Within	3	14	6	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Bosnia and Herzegovina	3	14	7	Within	2	13	7	Within	2	15	7	Within	2	19	7	Within	3	14	7	Within
Botswana	3	14	11	Within	2	13	11	Within	2	15	11	Within	2	19	11	Within	2	13	11	Within
Brazil	75	101	54	Under	75	101	54	Under	70	95	54	Under	60	81	54	Under	45	61	54	Within
Brunei Darussalam	3	14	1	Under	3	14	1	Under	3	15	1	Under	2	19	1	Under	3	14	1	Under
Bulgaria	4	14	18	Over	3	14	18	Over	3	16	18	Over	3	19	18	Within	3	14	18	Over
Burkina Faso	3	14	6	Within	2	13	6	Within	3	15	6	Within	2	19	6	Within	25	36	6	Under
Burundi	3	14	9	Within	2	13	9	Within	2	15	9	Within	2	19	9	Within	11	22	9	Under
Cabo Verde	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Cambodia	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	11	22	0	Un
Cameroon	3	14	31	Over	3	14	31	Over	3	16	31	Over	3	19	31	Over	15	26	31	Over
Canada	56	76	104	Over	56	76	104	Over	53	71	104	Over	45	62	104	Over	32	43	104	Over
Central African Republic	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Chad	3	14	3	Within	2	13	3	Within	2	15	3	Within	2	19	3	Within	18	29	3	Under
Chile	11	21	31	Over	10	21	31	Over	10	22	31	Over	8	25	31	Over	7	18	31	Over
China	169	229	87	Under	169	229	87	Under	158	214	87	Under	135	183	87	Under	127	171	87	Under
Colombia	10	20	12	Within	10	21	12	Within	9	22	12	Within	8	24	12	Within	6	17	12	Within
Comoros	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Congo	3	14	3	Within	2	13	3	Within	2	15	3	Within	2	19	3	Within	4	15	3	Under
Costa Rica	4	14	8	Within	3	14	8	Within	3	16	8	Within	3	19	8	Within	3	14	8	Within
Côte d'Ivoire	3	14	8	Within	3	14	8	Within	3	16	8	Within	3	19	8	Within	5	16	8	Within
Croatia	5	14	8	Within	4	15	8	Within	4	17	8	Within	3	20	8	Within	3	14	8	Within
Cuba	4	14	4	Within	4	15	4	Within	3	16	4	Within	3	20	4	Within	3	14	4	Within
Cyprus	4	14	3	Under	3	14	3	Within	3	16	3	Within	3	19	3	Within	2	13	3	Within
Czechia	10	19	15	Within	9	20	15	Within	8	21	15	Within	7	24	15	Within	6	17	15	Within
Democratic People's Republic of Korea	3	14	1	Under	3	14	1	Under	3	16	1	Under	3	19	1	Under	3	14	1	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	Geo staff	Rep status	Lower limit	Upper limit	Geo staff	Rep status	Lower limit	Upper limit	Geo staff	Rep status	Lower limit	Upper limit	Geo staff	Rep status	Lower limit	Upper limit	Geo staff	Rep status
Democratic Republic of the Congo	5	14	8	Within	4	15	8	Within	4	17	8	Within	4	21	8	Within	4	15	8	Within
Denmark	14	24	25	Over	14	25	25	Within	13	25	25	Within	11	27	25	Within	8	19	25	Over
Djibouti	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	4	15	4	Within
Dominica	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Dominican Republic	4	14	7	Within	3	14	7	Within	3	16	7	Within	3	19	7	Within	3	14	7	Within
Ecuador	4	14	13	Within	4	15	13	Within	4	16	13	Within	3	20	13	Within	3	14	13	Within
Egypt	8	18	21	Over	7	18	21	Over	7	20	21	Over	6	23	21	Within	39	53	21	Under
El Salvador	3	14	6	Within	2	13	6	Within	2	15	6	Within	2	19	6	Within	4	15	6	Within
Equatorial Guinea	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Eritrea	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Estonia	3	14	6	Within	3	14	6	Within	3	16	6	Within	3	19	6	Within	3	14	6	Within
Eswatini	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Ethiopia	5	15	23	Over	5	16	23	Over	5	17	23	Over	5	21	23	Over	85	115	23	Under
Fiji	3	14	12	Within	2	13	12	Within	2	15	12	Within	2	19	12	Within	9	20	12	Within
Finland	12	21	24	Over	11	22	24	Over	10	23	24	Over	9	25	24	Within	10	21	24	Over
France	89	121	139	Over	89	121	139	Over	83	112	139	Over	70	94	139	Over	56	76	139	Over
Gabon	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	7	18	2	Under
Gambia	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	5	16	4	Under
Georgia	3	14	3	Within	2	13	3	Within	2	15	3	Within	2	19	3	Within	2	13	3	Within
Germany	116	156	152	Within	116	156	152	Within	107	144	152	Over	89	120	152	Over	68	92	152	Over
Ghana	4	14	14	Within	3	14	14	Within	3	16	14	Within	3	19	14	Within	31	42	14	Under
Greece	12	22	13	Within	12	23	13	Within	11	24	13	Within	9	26	13	Within	7	18	13	Within
Grenada	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Guatemala	4	14	8	Within	3	14	8	Within	3	16	8	Within	3	19	8	Within	4	15	8	Within
Guinea	3	14	6	Within	2	13	6	Within	2	15	6	Within	2	19	6	Within	12	23	6	Under
Guinea-Bissau	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	2	13	2	Within
Guyana	3	14	8	Within	2	13	8	Within	2	15	8	Within	2	19	8	Within	2	13	8	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status
Haiti	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Honduras	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Hungary	6	16	10	Within	5	16	10	Within	5	18	10	Within	5	21	10	Within	5	16	10	Within
Iceland	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
India	46	62	61	Within	46	62	61	Within	46	62	61	Within	45	61	61	Within	101	136	61	Under
Indonesia	19	29	13	Under	18	29	13	Under	17	30	13	Under	16	32	13	Under	40	55	13	Under
Iran (Islamic Republic of)	14	24	10	Under	13	24	10	Under	12	25	10	Under	11	27	10	Under	9	20	10	Within
Iraq	6	16	6	Within	5	16	6	Within	5	18	6	Within	5	21	6	Within	4	15	6	Within
Ireland	9	19	21	Over	9	20	21	Over	8	21	21	Within	7	23	21	Within	11	22	21	Within
Israel	11	21	12	Within	11	22	12	Within	10	23	12	Within	8	25	12	Within	6	17	12	Within
Italy	71	96	136	Over	71	96	136	Over	66	89	136	Over	56	76	136	Over	49	66	136	Over
Jamaica	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Japan	172	233	75	Under	172	233	75	Under	158	214	75	Under	130	176	75	Under	90	122	75	Under
Jordan	3	14	17	Over	3	14	17	Over	3	15	17	Over	2	19	17	Within	11	22	17	Within
Kazakhstan	7	16	8	Within	6	17	8	Within	6	19	8	Within	5	22	8	Within	4	15	8	Within
Kenya	4	14	44	Over	3	14	44	Over	3	16	44	Over	3	20	44	Over	5	16	44	Over
Kiribati	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Kuwait	8	18	0	Un	8	19	0	Un	7	20	0	Un	6	23	0	Un	5	16	0	Un
Kyrgyzstan	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Lao People's Democratic Republic	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Latvia	4	14	5	Within	3	14	5	Within	3	16	5	Within	3	19	5	Within	3	14	5	Within
Lebanon	4	14	23	Over	3	14	23	Over	3	16	23	Over	3	19	23	Over	3	14	23	Over
Lesotho	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	2	13	2	Within
Liberia	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	3	14	2	Under
Libya	5	15	1	Under	5	16	1	Under	4	17	1	Under	4	21	1	Under	3	14	1	Under
Liechtenstein	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Lithuania	4	14	5	Within	3	14	5	Within	3	16	5	Within	3	20	5	Within	3	14	5	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo staff*	*Rep status*	*Lower limit*	*Upper limit*	*Geo staff*	*Rep status*	*Lower limit*	*Upper limit*	*Geo staff*	*Rep status*	*Lower limit*	*Upper limit*	*Geo staff*	*Rep status*	*Lower limit*	*Upper limit*	*Geo staff*	*Rep status*
Luxembourg	4	14	2	Under	3	14	2	Under	3	16	2	Under	3	19	2	Under	3	14	2	Under
Madagascar	3	14	8	Within	3	14	8	Within	3	15	8	Within	3	19	8	Within	3	14	8	Within
Malawi	3	14	14	Within	2	13	14	Over	2	15	14	Within	2	19	14	Within	12	23	14	Within
Malaysia	10	19	11	Within	9	20	11	Within	9	21	11	Within	7	24	11	Within	15	26	11	Under
Maldives	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Mali	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	3	14	4	Within
Malta	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Marshall Islands	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Mauritania	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	13	24	5	Under
Mauritius	3	14	7	Within	2	13	7	Within	2	15	7	Within	2	19	7	Within	2	13	7	Within
Mexico	33	45	57	Over	33	45	57	Over	31	44	57	Over	26	42	57	Over	19	30	57	Over
Micronesia (Federated States of)	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Monaco	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Mongolia	3	14	7	Within	2	13	7	Within	2	15	7	Within	2	19	7	Within	12	23	7	Under
Montenegro	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Morocco	5	14	10	Within	4	15	10	Within	4	17	10	Within	4	20	10	Within	20	31	10	Under
Mozambique	3	14	2	Under	3	14	2	Under	3	16	2	Under	3	19	2	Under	3	14	2	Under
Myanmar	4	14	8	Within	3	14	8	Within	3	16	8	Within	3	20	8	Within	3	14	8	Within
Namibia	3	14	3	Within	2	13	3	Within	2	15	3	Within	2	19	3	Within	3	14	3	Within
Nauru	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Nepal	3	14	8	Within	3	14	8	Within	3	16	8	Within	3	19	8	Within	57	77	8	Under
Netherlands	32	43	44	Over	32	43	44	Over	29	42	44	Over	24	40	44	Over	21	32	44	Over
New Zealand	8	18	14	Within	7	18	14	Within	7	20	14	Within	6	23	14	Within	5	16	14	Within
Nicaragua	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Niger	3	14	6	Within	2	13	6	Within	3	15	6	Within	2	19	6	Within	14	25	6	Under
Nigeria	11	21	13	Within	11	22	13	Within	10	23	13	Within	9	26	13	Within	18	29	13	Under
Norway	20	29	16	Under	19	30	16	Under	17	30	16	Under	14	31	16	Within	11	22	16	Within
Oman	5	15	1	Under	4	15	1	Under	4	17	1	Under	4	20	1	Under	3	14	1	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status
Pakistan	9	19	17	Within	8	19	17	Within	8	21	17	Within	8	25	17	Within	68	92	17	Under
Palau	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Panama	3	14	6	Within	3	14	6	Within	3	16	6	Within	3	19	6	Within	2	13	6	Within
Papua New Guinea	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	2	13	2	Within
Paraguay	3	14	3	Within	2	13	3	Within	2	15	3	Within	2	19	3	Within	3	14	3	Within
Peru	6	16	6	Within	5	16	6	Within	5	18	6	Within	5	21	6	Within	7	18	6	Under
Philippines	8	18	19	Over	8	19	19	Within	7	20	19	Within	7	23	19	Within	6	17	19	Over
Poland	20	30	21	Within	20	31	21	Within	18	31	21	Within	15	32	21	Within	11	22	21	Within
Portugal	11	20	24	Over	10	21	24	Over	9	22	24	Over	8	24	24	Within	8	19	24	Over
Qatar	8	18	0	Un	7	18	0	Un	7	20	0	Un	6	22	0	Un	5	16	0	Un
Republic of Korea	42	56	41	Under	42	56	41	Under	39	53	41	Within	33	49	41	Within	30	41	41	Within
Republic of Moldova	3	14	6	Within	2	13	6	Within	2	15	6	Within	2	19	6	Within	2	13	6	Within
Romania	7	16	14	Within	6	17	14	Within	6	19	14	Within	5	22	14	Within	5	16	14	Within
Russian Federation	61	83	43	Under	61	83	43	Under	57	78	43	Under	50	67	43	Under	36	49	43	Within
Rwanda	3	14	11	Within	2	13	11	Within	2	15	11	Within	2	19	11	Within	66	89	11	Under
Saint Kitts and Nevis	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Saint Lucia	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Saint Vincent and the Grenadines	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Samoa	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	2	13	2	Within
San Marino	3	14	3	Within	2	13	3	Within	2	15	3	Within	2	19	3	Within	2	13	3	Within
Sao Tome and Principe	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Saudi Arabia	26	36	3	Under	25	36	3	Under	23	36	3	Under	19	36	3	Under	14	25	3	Under
Senegal	3	14	9	Within	2	13	9	Within	2	15	9	Within	2	19	9	Within	36	49	9	Under
Serbia	4	14	10	Within	3	14	10	Within	3	16	10	Within	3	19	10	Within	6	17	10	Within
Seychelles	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	2	13	2	Within
Sierra Leone	3	14	6	Within	2	13	6	Within	2	15	6	Within	2	19	6	Within	3	14	6	Within
Singapore	12	21	15	Within	11	22	15	Within	10	23	15	Within	9	25	15	Within	7	18	15	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Slovakia	6	16	9	Within	5	16	9	Within	5	18	9	Within	4	21	9	Within	6	17	9	Within
Slovenia	4	14	8	Within	4	15	8	Within	4	16	8	Within	3	20	8	Within	3	14	8	Within
Solomon Islands	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Somalia	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
South Africa	11	21	20	Within	11	22	20	Within	10	23	20	Within	9	25	20	Within	20	31	20	Within
South Sudan	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Spain	48	66	81	Over	48	66	81	Over	45	62	81	Over	38	55	81	Over	34	46	81	Over
Sri Lanka	4	14	6	Within	3	14	6	Within	3	16	6	Within	3	20	6	Within	9	20	6	Under
Sudan	4	14	5	Within	3	14	5	Within	3	16	5	Within	3	20	5	Within	3	14	5	Within
Suriname	3	14	2	Under	2	13	2	Within	2	15	2	Within	2	19	2	Within	2	13	2	Within
Sweden	22	31	27	Within	21	32	27	Within	19	32	27	Within	16	33	27	Within	16	27	27	Within
Switzerland	25	35	34	Within	25	36	34	Within	23	36	34	Within	19	35	34	Within	14	25	34	Over
Syrian Arab Republic	4	14	3	Under	3	14	3	Within	3	16	3	Within	3	19	3	Within	3	14	3	Within
Tajikistan	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Thailand	10	20	8	Under	9	20	8	Under	9	22	8	Under	8	24	8	Within	7	18	8	Within
The former Yugoslav Republic of Macedonia	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	2	13	5	Within
Timor-Leste	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Togo	3	14	5	Within	2	13	5	Within	2	15	5	Within	2	19	5	Within	18	29	5	Under
Tonga	3	14	4	Within	2	13	4	Within	2	15	4	Within	2	19	4	Within	2	13	4	Within
Trinidad and Tobago	3	14	18	Over	3	14	18	Over	3	15	18	Over	2	19	18	Within	2	13	18	Over
Tunisia	3	14	11	Within	3	14	11	Within	3	16	11	Within	3	19	11	Within	5	16	11	Within
Turkey	25	34	29	Within	24	35	29	Within	22	35	29	Within	19	35	29	Within	15	26	29	Over
Turkmenistan	3	14	2	Under	3	14	2	Under	3	15	2	Under	2	19	2	Within	2	13	2	Within
Tuvalu	3	14	0	Un	2	13	0	Un	2	15	0	Un	2	19	0	Un	2	13	0	Un
Uganda	4	14	26	Over	3	14	26	Over	3	16	26	Over	3	20	26	Over	9	20	26	Over
Ukraine	6	15	14	Within	5	16	14	Within	5	18	14	Within	5	21	14	Within	9	20	14	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
United Arab Emirates	15	24	0	Un	14	25	0	Un	13	26	0	Un	11	27	0	Un	8	19	0	Un
United Kingdom of Great Britain and Northern Ireland	83	112	132	Over	83	112	132	Over	77	104	132	Over	65	88	132	Over	51	70	132	Over
United Republic of Tanzania	4	14	5	Within	3	14	5	Within	3	16	5	Within	3	20	5	Within	32	43	5	Under
United States of America	383	519	360	Under	383	519	360	Under	350	474	360	Within	285	385	360	Within	199	269	360	Over
Uruguay	4	14	18	Over	4	15	18	Over	3	16	18	Over	3	20	18	Within	13	24	18	Within
Uzbekistan	4	14	11	Within	3	14	11	Within	3	16	11	Within	3	20	11	Within	3	14	11	Within
Vanuatu	3	14	1	Under	2	13	1	Under	2	15	1	Under	2	19	1	Under	2	13	1	Under
Venezuela (Bolivarian Republic of)	15	24	10	Under	14	25	10	Under	13	26	10	Under	11	28	10	Under	8	19	10	Within
Viet Nam	6	16	5	Under	5	16	5	Within	5	18	5	Within	5	22	5	Within	5	16	5	Within
Yemen	4	14	6	Within	3	14	6	Within	3	16	6	Within	3	19	6	Within	3	14	6	Within
Zambia	3	14	6	Within	2	13	6	Within	3	15	6	Within	2	19	6	Within	14	25	6	Under
Zimbabwe	3	14	19	Over	2	13	19	Over	2	15	19	Over	2	19	19	Within	3	14	19	Over
Total			**3 074**				**3 074**				**3 074**				**3 074**				**3 074**	

Group 2. Widen the base figure to include all international positions

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Afghanistan	4	14	1	Under	6	72	50	Within	6	81	50	Within	6	98	50	Within	6	72	50	Within
Albania	3	14	8	Within	3	69	21	Within	3	77	21	Within	3	95	21	Within	3	68	21	Within
Algeria	7	16	10	Within	21	87	27	Within	20	94	27	Within	17	109	27	Within	14	80	27	Within
Andorra	3	14	0	Un	3	68	2	Under	2	77	2	Within	2	94	2	Within	2	68	2	Within
Angola	4	14	0	Un	6	72	10	Within	6	80	10	Within	6	98	10	Within	6	71	10	Within
Antigua and Barbuda	3	14	1	Under	2	68	5	Within	2	77	5	Within	2	94	5	Within	2	68	5	Within
Argentina	21	31	34	Over	89	155	96	Within	82	156	96	Within	67	159	96	Within	65	130	96	Within
Armenia	3	14	11	Within	3	69	18	Within	3	77	18	Within	3	95	18	Within	4	70	18	Within
Australia	46	62	52	Within	215	291	182	Under	201	275	182	Under	162	254	182	Within	114	180	182	Over
Austria	17	27	33	Over	70	135	104	Within	63	138	104	Within	51	143	104	Within	46	112	104	Within
Azerbaijan	4	14	6	Within	9	74	12	Within	8	83	12	Within	7	99	12	Within	6	71	12	Within
Bahamas	3	14	5	Within	3	69	11	Within	3	78	11	Within	3	95	11	Within	3	68	11	Within
Bahrain	4	14	2	Under	6	72	3	Under	6	80	3	Under	5	97	3	Under	4	70	3	Under
Bangladesh	7	16	13	Within	21	87	76	Within	21	96	76	Within	21	113	76	Within	353	477	76	Under
Barbados	3	14	4	Within	3	68	15	Within	3	77	15	Within	2	94	15	Within	2	68	15	Within
Belarus	4	14	3	Under	8	74	13	Within	8	82	13	Within	7	99	13	Within	6	72	13	Within
Belgium	20	30	33	Over	85	151	131	Within	78	152	131	Within	63	155	131	Within	46	111	131	Over
Belize	3	14	1	Under	2	68	1	Under	2	76	1	Under	2	94	1	Under	2	68	1	Under
Benin	3	14	8	Within	4	69	62	Within	3	78	62	Within	3	95	62	Within	49	114	62	Within
Bhutan	3	14	4	Within	2	68	29	Within	2	77	29	Within	2	94	29	Within	4	70	29	Within
Bolivia (Plurinational State of)	3	14	6	Within	4	70	17	Within	4	79	17	Within	4	96	17	Within	5	71	17	Within
Bosnia and Herzegovina	3	14	7	Within	4	69	87	Over	3	78	87	Over	3	95	87	Within	5	70	87	Over
Botswana	3	14	11	Within	4	69	17	Within	3	78	17	Within	3	95	17	Within	3	69	17	Within
Brazil	75	101	54	Under	350	473	95	Under	326	441	95	Under	279	378	95	Under	210	284	95	Under
Brunei Darussalam	3	14	1	Under	5	70	2	Under	4	79	2	Under	4	96	2	Under	5	71	2	Under
Bulgaria	4	14	18	Over	7	73	45	Within	7	81	45	Within	6	98	45	Within	5	71	45	Within
Burkina Faso	3	14	6	Within	4	70	55	Within	4	79	55	Within	4	96	55	Within	111	177	55	Under
Burundi	3	14	9	Within	3	69	80	Over	3	78	80	Over	3	95	80	Within	42	108	80	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Cabo Verde	3	14	1	Under	2	68	6	Within	2	77	6	Within	2	94	6	Within	2	68	6	Within
Cambodia	3	14	0	Un	4	70	8	Within	4	78	8	Within	4	96	8	Within	44	110	8	Under
Cameroon	3	14	31	Over	6	71	151	Over	5	80	151	Over	5	97	151	Over	62	127	151	Over
Canada	56	76	104	Over	263	355	397	Over	245	332	397	Over	202	294	397	Over	143	209	397	Over
Central African Republic	3	14	1	Under	3	68	22	Within	3	77	22	Within	3	94	22	Within	3	68	22	Within
Chad	3	14	3	Within	4	70	18	Within	4	78	18	Within	4	96	18	Within	75	140	18	Under
Chile	11	21	31	Over	41	107	39	Under	38	112	39	Within	31	123	39	Within	25	91	39	Within
China	169	229	87	Under	790	1 069	268	Under	737	997	268	Under	632	854	268	Under	591	800	268	Under
Colombia	10	20	12	Within	37	103	44	Within	35	109	44	Within	29	121	44	Within	23	89	44	Within
Comoros	3	14	1	Under	2	68	2	Within	2	77	2	Within	2	94	2	Within	2	68	2	Within
Congo	3	14	3	Within	3	69	20	Within	3	77	20	Within	3	95	20	Within	11	76	20	Within
Costa Rica	4	14	8	Within	7	73	12	Within	6	81	12	Within	6	97	12	Within	5	70	12	Within
Côte d'Ivoire	3	14	8	Within	5	71	167	Over	5	80	167	Over	5	97	167	Over	16	81	167	Over
Croatia	5	14	8	Within	12	77	66	Within	11	85	66	Within	9	101	66	Within	8	74	66	Within
Cuba	4	14	4	Within	9	75	13	Within	9	83	13	Within	8	99	13	Within	7	72	13	Within
Cyprus	4	14	3	Under	6	72	8	Within	6	80	8	Within	5	97	8	Within	4	70	8	Within
Czechia	10	19	15	Within	35	101	24	Under	32	106	24	Under	26	118	24	Under	20	85	24	Within
Democratic People's Republic of Korea	3	14	1	Under	5	71	1	Under	5	80	1	Under	5	97	1	Under	5	71	1	Under
Democratic Republic of the Congo	5	14	8	Within	11	77	125	Over	11	86	125	Over	11	103	125	Over	11	77	125	Over
Denmark	14	24	25	Over	57	122	69	Within	52	126	69	Within	42	134	69	Within	31	96	69	Within
Djibouti	3	14	4	Within	2	68	13	Within	2	77	13	Within	2	94	13	Within	11	76	13	Within
Dominica	3	14	1	Under	2	68	2	Within	2	76	2	Within	2	94	2	Within	2	68	2	Within
Dominican Republic	4	14	7	Within	7	73	10	Within	7	81	10	Within	6	98	10	Within	6	71	10	Within
Ecuador	4	14	13	Within	10	76	24	Within	9	84	24	Within	8	100	24	Within	7	73	24	Within
Egypt	8	18	21	Over	27	92	125	Over	25	100	125	Over	23	115	125	Over	183	249	125	Under
El Salvador	3	14	6	Within	4	70	14	Within	4	78	14	Within	4	95	14	Within	12	78	14	Within
Equatorial Guinea	3	14	0	Un	3	69	0	Un	3	77	0	Un	3	95	0	Un	3	68	0	Un
Eritrea	3	14	5	Within	3	68	54	Within	3	77	54	Within	3	94	54	Within	3	68	54	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status
Estonia	3	14	6	Within	6	71	8	Within	5	80	8	Within	5	96	8	Within	6	72	8	Within
Eswatini	3	14	4	Within	2	68	7	Within	2	77	7	Within	2	94	7	Within	2	68	7	Within
Ethiopia	5	15	23	Over	14	80	170	Over	14	89	170	Over	14	106	170	Over	396	536	170	Under
Fiji	3	14	12	Within	2	68	78	Over	2	77	78	Over	2	94	78	Within	35	100	78	Within
Finland	12	21	24	Over	45	110	81	Within	41	115	81	Within	33	125	81	Within	41	107	81	Within
France	89	121	139	Over	417	565	542	Within	386	523	542	Over	324	439	542	Over	261	353	542	Over
Gabon	3	14	2	Under	4	69	5	Within	4	78	5	Within	3	95	5	Within	25	91	5	Under
Gambia	3	14	4	Within	2	68	37	Within	2	77	37	Within	2	94	37	Within	17	82	37	Within
Georgia	3	14	3	Within	3	69	23	Within	3	77	23	Within	3	95	23	Within	3	68	23	Within
Germany	116	156	152	Within	539	730	341	Under	497	673	341	Under	414	560	341	Under	319	431	341	Within
Ghana	4	14	14	Within	7	72	193	Over	6	81	193	Over	6	98	193	Over	139	205	193	Within
Greece	12	22	13	Within	47	112	41	Under	43	117	41	Under	35	127	41	Within	28	93	41	Within
Grenada	3	14	1	Under	2	68	4	Within	2	76	4	Within	2	94	4	Within	2	68	4	Within
Guatemala	4	14	8	Within	6	72	35	Within	6	81	35	Within	6	98	35	Within	14	79	35	Within
Guinea	3	14	6	Within	4	69	31	Within	4	78	31	Within	3	95	31	Within	50	116	31	Under
Guinea-Bissau	3	14	2	Under	2	68	7	Within	2	77	7	Within	2	94	7	Within	2	68	7	Within
Guyana	3	14	8	Within	2	68	17	Within	2	77	17	Within	2	94	17	Within	2	68	17	Within
Haiti	3	14	5	Within	4	69	71	Over	3	78	71	Within	3	95	71	Within	3	69	71	Over
Honduras	3	14	4	Within	4	69	19	Within	4	78	19	Within	4	95	19	Within	4	70	19	Within
Hungary	6	16	10	Within	18	84	20	Within	17	91	20	Within	14	106	20	Within	15	81	20	Within
Iceland	3	14	5	Within	4	70	11	Within	4	78	11	Within	4	95	11	Within	3	69	11	Within
India	46	62	61	Within	214	290	343	Over	213	288	343	Over	201	293	343	Over	469	635	343	Under
Indonesia	19	29	13	Under	78	144	37	Under	74	148	37	Under	65	157	37	Under	188	255	37	Under
Iran (Islamic Republic of)	14	24	10	Under	55	120	29	Under	51	125	29	Under	43	134	29	Under	33	99	29	Under
Iraq	6	16	6	Within	18	84	74	Within	17	91	74	Within	15	107	74	Within	12	78	74	Within
Ireland	9	19	21	Over	34	99	91	Within	31	105	91	Within	25	117	91	Within	45	111	91	Within
Israel	11	21	12	Within	43	108	29	Under	39	113	29	Under	32	124	29	Under	23	88	29	Within
Italy	71	96	136	Over	330	446	342	Within	307	415	342	Within	261	353	342	Within	228	309	342	Over
Jamaica	3	14	5	Within	3	69	29	Within	3	77	29	Within	3	95	29	Within	3	68	29	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status
Japan	172	233	75	Under	802	1 085	161	Under	737	997	161	Under	606	820	161	Under	422	571	161	Under
Jordan	3	14	17	Over	5	71	94	Over	5	79	94	Over	4	96	94	Within	46	112	94	Within
Kazakhstan	7	16	8	Within	22	87	14	Under	20	94	14	Under	17	109	14	Under	13	79	14	Within
Kenya	4	14	44	Over	9	75	433	Over	9	83	433	Over	9	100	433	Over	18	83	433	Over
Kiribati	3	14	0	Un	2	68	0	Un	2	76	0	Un	2	94	0	Un	2	68	0	Un
Kuwait	8	18	0	Un	29	94	0	Un	26	101	0	Un	22	113	0	Un	16	81	0	Un
Kyrgyzstan	3	14	4	Within	3	68	13	Within	3	77	13	Within	3	95	13	Within	4	70	13	Within
Lao People's Democratic Republic	3	14	0	Un	3	69	0	Un	3	77	0	Un	3	95	0	Un	3	69	0	Un
Latvia	4	14	5	Within	7	72	10	Within	6	81	10	Within	6	97	10	Within	5	70	10	Within
Lebanon	4	14	23	Over	7	73	191	Over	7	81	191	Over	6	98	191	Over	5	70	191	Over
Lesotho	3	14	2	Under	2	68	2	Within	2	77	2	Within	2	94	2	Within	2	68	2	Within
Liberia	3	14	2	Under	3	68	95	Over	3	77	95	Over	3	94	95	Over	7	72	95	Over
Libya	5	15	1	Under	14	80	4	Under	13	88	4	Under	11	103	4	Under	9	74	4	Under
Liechtenstein	3	14	0	Un	3	68	1	Under	3	77	1	Under	2	94	1	Under	2	68	1	Under
Lithuania	4	14	5	Within	9	75	12	Within	8	83	12	Within	7	99	12	Within	6	72	12	Within
Luxembourg	4	14	2	Under	8	74	6	Under	7	82	6	Under	6	98	6	Within	5	71	6	Within
Madagascar	3	14	8	Within	5	71	14	Within	5	79	14	Within	5	97	14	Within	6	71	14	Within
Malawi	3	14	14	Within	4	70	29	Within	4	79	29	Within	4	96	29	Within	50	116	29	Under
Malaysia	10	19	11	Within	35	101	31	Under	33	107	31	Under	27	119	31	Within	64	130	31	Under
Maldives	3	14	4	Within	2	68	5	Within	2	77	5	Within	2	94	5	Within	2	68	5	Within
Mali	3	14	4	Within	4	70	26	Within	4	79	26	Within	4	96	26	Within	7	73	26	Within
Malta	3	14	5	Within	4	69	5	Within	3	78	5	Within	3	95	5	Within	3	68	5	Within
Marshall Islands	3	14	0	Un	2	68	0	Un	2	76	0	Un	2	94	0	Un	2	68	0	Un
Mauritania	3	14	5	Within	3	68	18	Within	3	77	18	Within	3	94	18	Within	55	120	18	Under
Mauritius	3	14	7	Within	3	69	21	Within	3	78	21	Within	3	95	21	Within	3	68	21	Within
Mexico	33	45	57	Over	149	215	79	Under	137	211	79	Under	113	205	79	Under	83	149	79	Under
Micronesia (Federated States of)	3	14	1	Under	2	68	1	Under	2	76	1	Under	2	94	1	Under	2	68	1	Under
Monaco	3	14	0	Un	3	69	1	Under	3	77	1	Under	3	94	1	Under	2	68	1	Under
Mongolia	3	14	7	Within	3	68	16	Within	3	77	16	Within	3	94	16	Within	50	116	16	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Montenegro	3	14	5	Within	2	68	5	Within	2	77	5	Within	2	94	5	Within	3	68	5	Within
Morocco	5	14	10	Within	11	77	115	Over	10	85	115	Over	10	101	115	Over	88	154	115	Within
Mozambique	3	14	2	Under	6	71	11	Within	6	80	11	Within	5	97	11	Within	5	71	11	Within
Myanmar	4	14	8	Within	9	75	19	Within	9	83	19	Within	9	100	19	Within	9	74	19	Within
Namibia	3	14	3	Within	3	69	5	Within	3	77	5	Within	3	95	5	Within	7	72	5	Under
Nauru	3	14	0	Un	2	68	0	Un	2	76	0	Un	2	94	0	Un	2	68	0	Un
Nepal	3	14	8	Within	6	71	114	Over	6	80	114	Over	6	97	114	Over	265	359	114	Under
Netherlands	32	43	44	Over	141	206	124	Under	128	203	124	Under	104	195	124	Within	89	154	124	Within
New Zealand	8	18	14	Within	27	93	75	Within	25	99	75	Within	21	112	75	Within	15	81	75	Within
Nicaragua	3	14	4	Within	3	69	7	Within	3	77	7	Within	3	95	7	Within	3	68	7	Within
Niger	3	14	6	Within	4	70	51	Within	4	79	51	Within	4	96	51	Within	59	124	51	Under
Nigeria	11	21	13	Within	42	108	178	Over	40	115	178	Over	37	128	178	Over	76	142	178	Over
Norway	20	29	16	Under	81	147	51	Under	74	148	51	Under	60	151	51	Under	45	111	51	Within
Oman	5	15	1	Under	13	79	1	Under	12	86	1	Under	10	102	1	Under	8	73	1	Under
Pakistan	9	19	17	Within	32	98	147	Over	31	106	147	Over	30	122	147	Over	316	427	147	Under
Palau	3	14	0	Un	2	68	0	Un	2	76	0	Un	2	94	0	Un	2	68	0	Un
Panama	3	14	6	Within	6	71	8	Within	5	80	8	Within	5	97	8	Within	4	70	8	Within
Papua New Guinea	3	14	2	Under	3	69	3	Within	3	78	3	Within	3	95	3	Within	3	69	3	Within
Paraguay	3	14	3	Within	4	70	11	Within	4	78	11	Within	4	95	11	Within	5	71	11	Within
Peru	6	16	6	Within	18	84	37	Within	17	91	37	Within	15	107	37	Within	24	89	37	Within
Philippines	8	18	19	Over	29	94	255	Over	27	102	255	Over	25	116	255	Over	22	87	255	Over
Poland	20	30	21	Within	84	150	43	Under	77	151	43	Under	63	155	43	Under	46	111	43	Under
Portugal	11	20	24	Over	39	105	83	Within	36	110	83	Within	30	121	83	Within	30	96	83	Within
Qatar	8	18	0	Un	27	93	0	Un	25	99	0	Un	20	112	0	Un	15	80	0	Un
Republic of Korea	42	56	41	Under	195	263	77	Under	179	253	77	Under	145	237	77	Under	133	199	77	Under
Republic of Moldova	3	14	6	Within	3	68	10	Within	3	77	10	Within	3	95	10	Within	3	69	10	Within
Romania	7	16	14	Within	21	87	158	Over	20	94	158	Over	17	108	158	Over	16	82	158	Over
Russian Federation	61	83	43	Under	286	387	272	Under	268	362	272	Within	226	318	272	Within	165	231	272	Over
Rwanda	3	14	11	Within	4	69	100	Over	3	78	100	Over	3	95	100	Over	306	414	100	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status	Lower limit	Upper limit	Geo. staff	Rep. status
Saint Kitts and Nevis	3	14	5	Within	2	68	6	Within	2	76	6	Within	2	94	6	Within	2	68	6	Within
Saint Lucia	3	14	0	Un	2	68	3	Within	2	76	3	Within	2	94	3	Within	2	68	3	Within
Saint Vincent and the Grenadines	3	14	0	Un	2	68	0	Un	2	76	0	Un	2	94	0	Un	2	68	0	Un
Samoa	3	14	2	Under	2	68	7	Within	2	76	7	Within	2	94	7	Within	3	68	7	Within
San Marino	3	14	3	Within	2	68	3	Within	2	77	3	Within	2	94	3	Within	2	68	3	Within
Sao Tome and Principe	3	14	0	Un	2	68	1	Under	2	76	1	Under	2	94	1	Under	2	68	1	Under
Saudi Arabia	26	36	3	Under	112	177	7	Under	102	176	7	Under	83	174	7	Under	59	124	7	Under
Senegal	3	14	9	Within	4	70	87	Over	4	79	87	Over	4	96	87	Within	164	230	87	Under
Serbia	4	14	10	Within	6	72	170	Over	6	80	170	Over	5	97	170	Over	20	86	170	Over
Seychelles	3	14	2	Under	2	68	4	Within	2	76	4	Within	2	94	4	Within	2	68	4	Within
Sierra Leone	3	14	6	Within	3	69	200	Over	3	77	200	Over	3	95	200	Over	9	74	200	Over
Singapore	12	21	15	Within	44	110	25	Under	40	115	25	Under	33	124	25	Under	23	89	25	Within
Slovakia	6	16	9	Within	17	83	12	Under	16	90	12	Under	13	105	12	Under	10	85	12	Under
Slovenia	4	14	8	Within	10	76	13	Within	9	84	13	Within	8	100	13	Within	7	73	13	Within
Solomon Islands	3	14	1	Under	2	68	1	Under	2	77	1	Under	2	94	1	Under	2	68	1	Under
Somalia	3	14	4	Within	4	69	17	Within	4	78	17	Within	4	95	17	Within	4	69	17	Within
South Africa	11	21	20	Within	42	108	101	Within	39	113	101	Within	33	125	101	Within	85	151	101	Within
South Sudan	3	14	1	Under	4	69	3	Under	4	78	3	Under	4	95	3	Under	4	69	3	Under
Spain	48	66	81	Over	226	306	293	Within	212	287	293	Over	171	263	293	Over	152	218	293	Over
Sri Lanka	4	14	6	Within	7	73	58	Within	7	81	58	Within	6	98	58	Within	34	99	58	Within
Sudan	4	14	5	Within	7	73	53	Within	7	82	53	Within	7	99	53	Within	7	72	53	Within
Suriname	3	14	2	Under	3	68	3	Within	3	77	3	Within	2	94	3	Within	2	68	3	Within
Sweden	22	31	27	Within	91	157	89	Under	83	158	89	Within	67	159	89	Within	66	132	89	Within
Switzerland	25	35	34	Within	108	174	96	Under	99	173	96	Under	80	171	96	Within	57	123	96	Within
Syrian Arab Republic	4	14	3	Under	6	72	41	Within	6	81	41	Within	6	98	41	Within	5	71	41	Within
Tajikistan	3	14	4	Within	3	69	40	Within	3	78	40	Within	3	95	40	Within	3	69	40	Within
Thailand	10	20	8	Under	37	102	27	Under	34	109	27	Under	29	121	27	Under	25	90	27	Within
The former Yugoslav Republic of Macedonia	3	14	5	Within	3	69	18	Within	3	77	18	Within	3	94	18	Within	3	68	18	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*Geo. staff*	*Rep. status*
Timor-Leste	3	14	0	Un	2	68	15	Within	2	77	15	Within	2	94	15	Within	2	68	15	Within
Togo	3	14	5	Within	3	69	24	Within	3	77	24	Within	3	95	24	Within	75	140	24	Under
Tonga	3	14	4	Within	2	68	4	Within	2	76	4	Within	2	94	4	Within	2	68	4	Within
Trinidad and Tobago	3	14	18	Over	5	71	66	Within	5	79	66	Within	4	96	66	Within	4	69	66	Within
Tunisia	3	14	11	Within	6	71	55	Within	6	80	55	Within	5	97	55	Within	16	82	55	Within
Turkey	25	34	29	Within	105	171	59	Under	96	171	59	Under	79	171	59	Under	64	130	59	Under
Turkmenistan	3	14	2	Under	5	71	4	Under	5	79	4	Under	4	96	4	Within	4	69	4	Within
Tuvalu	3	14	0	Un	2	68	0	Un	2	76	0	Un	2	94	0	Un	2	68	0	Un
Uganda	4	14	26	Over	7	73	183	Over	7	82	183	Over	7	99	183	Over	35	101	183	Over
Ukraine	6	15	14	Within	17	82	87	Over	16	90	87	Within	14	106	87	Within	33	99	87	Within
United Arab Emirates	15	24	0	Un	59	124	0	Un	54	128	0	Un	44	135	0	Un	31	97	0	Un
United Kingdom of Great Britain and Northern Ireland	83	112	132	Over	386	523	517	Within	358	485	517	Over	302	409	517	Over	240	325	517	Over
United Republic of Tanzania	4	14	5	Within	9	75	106	Over	9	83	106	Over	9	101	106	Over	142	207	106	Under
United States of America	383	519	360	Under	1 788	2 420	973	Under	1 635	2 212	973	Under	1 328	1 797	973	Under	927	1 254	973	Within
Uruguay	4	14	18	Over	10	75	61	Within	9	83	61	Within	8	99	61	Within	53	119	61	Within
Uzbekistan	4	14	11	Within	8	73	27	Within	7	82	27	Within	7	99	27	Within	7	72	27	Within
Vanuatu	3	14	1	Under	2	68	2	Within	2	76	2	Within	2	94	2	Within	2	68	2	Within
Venezuela (Bolivarian Republic of)	15	24	10	Under	58	124	24	Under	53	128	24	Under	44	136	24	Under	32	98	24	Under
Viet Nam	6	16	5	Under	18	84	8	Under	18	92	8	Under	17	108	8	Under	16	81	8	Under
Yemen	4	14	6	Within	6	72	14	Within	6	80	14	Within	6	98	14	Within	7	72	14	Within
Zambia	3	14	6	Within	5	70	37	Within	4	79	37	Within	4	96	37	Within	60	126	37	Under
Zimbabwe	3	14	19	Over	4	70	101	Over	4	79	101	Over	4	96	101	Over	9	74	101	Over
Total			**3 074**				**12 670**				**12 670**				**12 670**				**12 670**	

Group 3. Widen the base figure to include all international positions except language positions

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Afghanistan	4	14	1	Under	6	68	50	Within	6	76	50	Within	6	93	50	Within	6	68	50	Within
Albania	3	14	8	Within	3	65	21	Within	3	73	21	Within	3	89	21	Within	3	65	21	Within
Algeria	7	16	10	Within	20	82	22	Within	19	89	22	Within	17	103	22	Within	13	75	22	Within
Andorra	3	14	0	Un	2	64	2	Within	2	73	2	Within	2	89	2	Within	2	64	2	Within
Angola	4	14	0	Un	6	68	10	Within	6	76	10	Within	6	92	10	Within	5	67	10	Within
Antigua and Barbuda	3	14	1	Under	2	64	5	Within	2	72	5	Within	2	89	5	Within	2	64	5	Within
Argentina	21	31	34	Over	85	147	85	Within	78	148	85	Within	63	150	85	Within	61	123	85	Within
Armenia	3	14	11	Within	3	65	18	Within	3	73	18	Within	3	89	18	Within	4	66	18	Within
Australia	46	62	52	Within	204	276	179	Under	190	261	179	Under	153	240	179	Within	108	170	179	Over
Austria	17	27	33	Over	66	128	103	Within	60	130	103	Within	49	135	103	Within	44	106	103	Within
Azerbaijan	4	14	6	Within	8	70	12	Within	8	78	12	Within	7	93	12	Within	6	68	12	Within
Bahamas	3	14	5	Within	3	65	11	Within	3	73	11	Within	3	90	11	Within	3	65	11	Within
Bahrain	4	14	2	Under	6	68	3	Under	6	76	3	Under	5	92	3	Under	4	66	3	Under
Bangladesh	7	16	13	Within	20	82	76	Within	20	90	76	Within	20	107	76	Within	334	452	76	Under
Barbados	3	14	4	Within	3	65	15	Within	3	73	15	Within	2	89	15	Within	2	64	15	Within
Belarus	4	14	3	Under	8	70	8	Within	7	78	8	Within	7	93	8	Within	6	68	8	Within
Belgium	20	30	33	Over	81	143	118	Within	74	144	118	Within	60	146	118	Within	43	105	118	Over
Belize	3	14	1	Under	2	64	1	Under	2	72	1	Under	2	89	1	Under	2	64	1	Under
Benin	3	14	8	Within	3	65	60	Within	3	74	60	Within	3	90	60	Within	46	108	60	Within
Bhutan	3	14	4	Within	2	64	29	Within	2	72	29	Within	2	89	29	Within	4	66	29	Within
Bolivia (Plurinational State of)	3	14	6	Within	4	66	17	Within	4	74	17	Within	4	91	17	Within	5	67	17	Within
Bosnia and Herzegovina	3	14	7	Within	3	65	87	Over	3	74	87	Over	3	90	87	Within	5	67	87	Over
Botswana	3	14	11	Within	3	65	17	Within	3	74	17	Within	3	90	17	Within	3	65	17	Within
Brazil	75	101	54	Under	331	448	95	Under	309	418	95	Under	264	357	95	Under	199	269	95	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*
Brunei Darussalam	3	14	1	Under	5	67	2	Under	4	75	2	Under	4	91	2	Under	5	67	2	Under
Bulgaria	4	14	18	Over	7	69	45	Within	6	77	45	Within	6	92	45	Within	5	67	45	Within
Burkina Faso	3	14	6	Within	4	66	54	Within	4	74	54	Within	4	91	54	Within	105	167	54	Under
Burundi	3	14	9	Within	3	65	80	Over	3	73	80	Over	3	90	80	Within	40	102	80	Within
Cabo Verde	3	14	1	Under	2	64	6	Within	2	72	6	Within	2	89	6	Within	2	64	6	Within
Cambodia	3	14	0	Un	4	66	8	Within	4	74	8	Within	4	91	8	Within	42	104	8	Under
Cameroon	3	14	31	Over	5	67	148	Over	5	75	148	Over	5	92	148	Over	58	120	148	Over
Canada	56	76	104	Over	248	336	375	Over	232	314	375	Over	192	278	375	Over	136	198	375	Over
Central African Republic	3	14	1	Under	3	65	22	Within	3	73	22	Within	3	89	22	Within	3	65	22	Within
Chad	3	14	3	Within	4	66	18	Within	4	74	18	Within	4	90	18	Within	71	133	18	Under
Chile	11	21	31	Over	39	101	39	Within	36	106	39	Within	29	116	39	Within	24	86	39	Within
China	169	229	87	Under	748	1 012	143	Under	698	944	143	Under	598	809	143	Under	559	757	143	Under
Colombia	10	20	12	Within	35	97	42	Within	33	103	42	Within	28	114	42	Within	22	84	42	Within
Comoros	3	14	1	Under	2	64	2	Within	2	72	2	Within	2	89	2	Within	2	64	2	Within
Congo	3	14	3	Within	3	65	19	Within	3	73	19	Within	3	90	19	Within	10	72	19	Within
Costa Rica	4	14	8	Within	7	69	12	Within	6	76	12	Within	6	92	12	Within	5	67	12	Within
Côte d'Ivoire	3	14	8	Within	5	67	167	Over	5	75	167	Over	5	92	167	Over	15	77	167	Over
Croatia	5	14	8	Within	11	73	66	Within	10	81	66	Within	9	95	66	Within	8	70	66	Within
Cuba	4	14	4	Within	9	71	8	Under	8	79	8	Within	7	94	8	Within	6	68	8	Within
Cyprus	4	14	3	Under	6	68	8	Within	6	76	8	Within	5	91	8	Within	4	66	8	Within
Czechia	10	19	15	Within	33	95	24	Under	30	101	24	Under	25	112	24	Under	19	81	24	Within
Democratic People's Republic of Korea	3	14	1	Under	5	67	1	Under	5	75	1	Under	5	92	1	Under	5	67	1	Under
Democratic Republic of the Congo	5	14	8	Within	11	73	125	Over	11	81	125	Over	11	97	125	Over	11	73	125	Over

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Denmark	14	24	25	Over	54	116	69	Within	49	119	69	Within	40	126	69	Within	29	91	69	Within
Djibouti	3	14	4	Within	2	64	13	Within	2	72	13	Within	2	89	13	Within	10	72	13	Within
Dominica	3	14	1	Under	2	64	2	Within	2	72	2	Within	2	89	2	Within	2	64	2	Within
Dominican Republic	4	14	7	Within	7	69	10	Within	7	77	10	Within	6	93	10	Within	5	67	10	Within
Ecuador	4	14	13	Within	10	72	23	Within	9	79	23	Within	8	95	23	Within	7	69	23	Within
Egypt	8	18	21	Over	25	87	91	Over	24	94	91	Within	22	108	91	Within	173	235	91	Under
El Salvador	3	14	6	Within	4	66	14	Within	4	74	14	Within	4	90	14	Within	12	74	14	Within
Equatorial Guinea	3	14	0	Un	3	65	0	Un	3	73	0	Un	3	89	0	Un	3	65	0	Un
Eritrea	3	14	5	Within	3	65	54	Within	3	73	54	Within	3	89	54	Within	3	65	54	Within
Estonia	3	14	6	Within	5	67	8	Within	5	75	8	Within	5	91	8	Within	6	68	8	Within
Eswatini	3	14	4	Within	2	64	7	Within	2	72	7	Within	2	89	7	Within	2	64	7	Within
Ethiopia	5	15	23	Over	14	76	170	Over	14	84	170	Over	13	100	170	Over	375	508	170	Under
Fiji	3	14	12	Within	2	64	78	Over	2	73	78	Over	2	89	78	Within	33	95	78	Within
Finland	12	21	24	Over	42	104	81	Within	39	109	81	Within	32	118	81	Within	39	101	81	Within
France	89	121	139	Over	395	535	435	Within	366	495	435	Within	307	415	435	Over	247	334	435	Over
Gabon	3	14	2	Under	4	66	5	Within	4	74	5	Within	3	90	5	Within	24	86	5	Under
Gambia	3	14	4	Within	2	64	37	Within	2	72	37	Within	2	89	37	Within	16	78	37	Within
Georgia	3	14	3	Within	3	65	23	Within	3	73	23	Within	3	90	23	Within	3	65	23	Within
Germany	116	156	152	Within	510	691	339	Under	471	637	339	Under	391	530	339	Under	302	408	339	Within
Ghana	4	14	14	Within	6	68	193	Over	6	76	193	Over	6	93	193	Over	132	194	193	Within
Greece	12	22	13	Within	44	106	41	Under	41	111	41	Within	33	120	41	Within	26	88	41	Within
Grenada	3	14	1	Under	2	64	4	Within	2	72	4	Within	2	89	4	Within	2	64	4	Within
Guatemala	4	14	8	Within	6	68	35	Within	6	76	35	Within	6	92	35	Within	13	75	35	Within
Guinea	3	14	6	Within	3	65	31	Within	3	74	31	Within	3	90	31	Within	48	110	31	Under
Guinea-Bissau	3	14	2	Under	2	64	7	Within	2	72	7	Within	2	89	7	Within	2	64	7	Within
Guyana	3	14	8	Within	2	64	17	Within	2	72	17	Within	2	89	17	Within	2	64	17	Within
Haiti	3	14	5	Within	3	65	71	Over	3	74	71	Within	3	90	71	Within	3	65	71	Over

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Honduras	3	14	4	Within	4	66	19	Within	4	74	19	Within	3	90	19	Within	4	66	19	Within
Hungary	6	16	10	Within	17	79	20	Within	16	86	20	Within	13	100	20	Within	15	77	20	Within
Iceland	3	14	5	Within	4	66	11	Within	4	74	11	Within	4	90	11	Within	3	65	11	Within
India	46	62	61	Within	203	274	343	Over	201	272	343	Over	190	277	343	Over	444	601	343	Under
Indonesia	19	29	13	Under	74	136	37	Under	70	140	37	Under	62	149	37	Under	178	241	37	Under
Iran (Islamic Republic of)	14	24	10	Under	52	114	27	Under	48	118	27	Under	41	127	27	Under	31	93	27	Under
Iraq	6	16	6	Within	17	79	74	Within	16	86	74	Within	14	101	74	Within	11	73	74	Over
Ireland	9	19	21	Over	32	94	86	Within	29	99	86	Within	24	110	86	Within	43	105	86	Within
Israel	11	21	12	Within	40	102	29	Under	37	107	29	Under	30	117	29	Under	22	84	29	Within
Italy	71	96	136	Over	312	422	342	Within	290	393	342	Within	247	334	342	Over	216	292	342	Over
Jamaica	3	14	5	Within	3	65	28	Within	3	73	28	Within	3	89	28	Within	3	65	28	Within
Japan	172	233	75	Under	759	1027	161	Under	697	943	161	Under	574	776	161	Under	400	541	161	Under
Jordan	3	14	17	Over	5	67	88	Over	5	75	88	Over	4	91	88	Within	44	106	88	Within
Kazakhstan	7	16	8	Within	21	83	14	Under	19	89	14	Under	16	103	14	Under	12	74	14	Within
Kenya	4	14	44	Over	9	71	432	Over	9	79	432	Over	8	95	432	Over	17	79	432	Over
Kiribati	3	14	0	Un	2	64	0	Un	2	72	0	Un	2	89	0	Un	2	64	0	Un
Kuwait	8	18	0	Un	27	89	0	Un	25	95	0	Un	21	107	0	Un	15	77	0	Un
Kyrgyzstan	3	14	4	Within	3	65	13	Within	3	73	13	Within	3	89	13	Within	4	66	13	Within
Lao People's Democratic Republic	3	14	0	Un	3	65	0	Un	3	73	0	Un	3	90	0	Un	3	65	0	Un
Latvia	4	14	5	Within	7	69	10	Within	6	76	10	Within	5	92	10	Within	4	66	10	Within
Lebanon	4	14	23	Over	7	69	165	Over	6	76	165	Over	6	92	165	Over	5	67	165	Over
Lesotho	3	14	2	Under	2	64	2	Within	2	72	2	Within	2	89	2	Within	2	64	2	Within
Liberia	3	14	2	Under	3	65	95	Over	3	73	95	Over	3	89	95	Over	6	68	95	Over
Libya	5	15	1	Under	14	76	4	Under	13	83	4	Under	11	97	4	Under	8	70	4	Under
Liechtenstein	3	14	0	Un	3	65	1	Under	3	73	1	Under	2	89	1	Under	2	64	1	Under
Lithuania	4	14	5	Within	9	71	12	Within	8	78	12	Within	7	94	12	Within	6	68	12	Within
Luxembourg	4	14	2	Under	8	70	6	Under	7	77	6	Under	6	93	6	Within	5	67	6	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Madagascar	3	14	8	Within	5	67	13	Within	5	75	13	Within	5	91	13	Within	5	67	13	Within
Malawi	3	14	14	Within	4	66	29	Within	4	74	29	Within	4	91	29	Within	48	110	29	Under
Malaysia	10	19	11	Within	33	95	31	Under	31	101	31	Within	26	112	31	Within	61	123	31	Under
Maldives	3	14	4	Within	2	64	5	Within	2	72	5	Within	2	89	5	Within	2	64	5	Within
Mali	3	14	4	Within	4	66	26	Within	4	74	26	Within	4	91	26	Within	7	69	26	Within
Malta	3	14	5	Within	3	65	5	Within	3	73	5	Within	3	90	5	Within	3	65	5	Within
Marshall Islands	3	14	0	Un	2	64	0	Un	2	72	0	Un	2	89	0	Un	2	64	0	Un
Mauritania	3	14	5	Within	3	65	16	Within	3	73	16	Within	3	89	16	Within	52	114	16	Under
Mauritius	3	14	7	Within	3	65	21	Within	3	73	21	Within	3	90	21	Within	3	65	21	Within
Mexico	33	45	57	Over	141	203	74	Under	130	200	74	Under	107	193	74	Under	79	141	74	Under
Micronesia (Federated States of)	3	14	1	Under	2	64	1	Under	2	72	1	Under	2	89	1	Under	2	64	1	Under
Monaco	3	14	0	Un	3	65	1	Under	3	73	1	Under	3	89	1	Under	2	64	1	Under
Mongolia	3	14	7	Within	3	65	16	Within	3	73	16	Within	3	89	16	Within	47	109	16	Under
Montenegro	3	14	5	Within	2	64	5	Within	2	73	5	Within	2	89	5	Within	3	65	5	Within
Morocco	5	14	10	Within	10	72	81	Over	10	80	81	Over	9	96	81	Within	84	146	81	Under
Mozambique	3	14	2	Under	5	67	11	Within	5	76	11	Within	5	92	11	Within	5	67	11	Within
Myanmar	4	14	8	Within	8	70	19	Within	8	79	19	Within	8	95	19	Within	8	70	19	Within
Namibia	3	14	3	Within	3	65	5	Within	3	73	5	Within	3	90	5	Within	6	68	5	Under
Nauru	3	14	0	Un	2	64	0	Un	2	72	0	Un	2	89	0	Un	2	64	0	Un
Nepal	3	14	8	Within	6	68	114	Over	6	76	114	Over	5	92	114	Over	251	340	114	Under
Netherlands	32	43	44	Over	133	195	123	Under	122	192	123	Within	98	185	123	Within	84	146	123	Within
New Zealand	8	18	14	Within	26	88	74	Within	24	94	74	Within	20	106	74	Within	15	77	74	Within
Nicaragua	3	14	4	Within	3	65	7	Within	3	73	7	Within	3	90	7	Within	3	65	7	Within
Niger	3	14	6	Within	4	66	50	Within	4	74	50	Within	4	91	50	Within	55	117	50	Under
Nigeria	11	21	13	Within	40	102	178	Over	38	108	178	Over	35	121	178	Over	72	134	178	Over
Norway	20	29	16	Under	77	139	51	Under	70	140	51	Under	57	143	51	Under	43	105	51	Within
Oman	5	15	1	Under	12	74	1	Under	11	82	1	Under	10	96	1	Under	7	69	1	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Pakistan	9	19	17	Within	31	93	147	Over	30	100	147	Over	28	115	147	Over	299	405	147	Under
Palau	3	14	0	Un	2	64	0	Un	2	72	0	Un	2	89	0	Un	2	64	0	Un
Panama	3	14	6	Within	5	67	8	Within	5	75	8	Within	5	91	8	Within	4	66	8	Within
Papua New Guinea	3	14	2	Under	3	65	3	Within	3	73	3	Within	3	90	3	Within	3	65	3	Within
Paraguay	3	14	3	Within	4	66	11	Within	4	74	11	Within	4	90	11	Within	5	67	11	Within
Peru	6	16	6	Within	17	79	37	Within	16	86	37	Within	14	101	37	Within	22	84	37	Within
Philippines	8	18	19	Over	27	89	254	Over	26	96	254	Over	23	110	254	Over	21	83	254	Over
Poland	20	30	21	Within	80	142	42	Under	73	143	42	Under	60	146	42	Under	43	105	42	Under
Portugal	11	20	24	Over	37	99	82	Within	34	104	82	Within	28	115	82	Within	28	90	82	Within
Qatar	8	18	0	Un	26	88	0	Un	24	94	0	Un	19	106	0	Un	14	76	0	Un
Republic of Korea	42	56	41	Under	184	249	77	Under	170	240	77	Under	137	224	77	Under	126	188	77	Under
Republic of Moldova	3	14	6	Within	3	65	10	Within	3	73	10	Within	3	89	10	Within	3	65	10	Within
Romania	7	16	14	Within	20	82	158	Over	19	89	158	Over	16	102	158	Over	16	78	158	Over
Russian Federation	61	83	43	Under	271	366	149	Under	253	343	149	Under	214	301	149	Under	156	218	149	Under
Rwanda	3	14	11	Within	3	65	99	Over	3	74	99	Over	3	90	99	Over	290	392	99	Under
Saint Kitts and Nevis	3	14	5	Within	2	64	6	Within	3	72	6	Within	2	89	6	Within	2	64	6	Within
Saint Lucia	3	14	0	Un	2	64	2	Within	2	72	2	Within	2	89	2	Within	2	64	2	Within
Saint Vincent and the Grenadines	3	14	0	Un	2	64	0	Un	2	72	0	Un	2	89	0	Un	2	64	0	Un
Samoa	3	14	2	Under	2	64	7	Within	2	72	7	Within	2	89	7	Within	2	64	7	Within
San Marino	3	14	3	Within	2	64	3	Within	2	72	3	Within	2	89	3	Within	2	64	3	Within
Sao Tome and Principe	3	14	0	Un	2	64	1	Under	2	72	1	Under	2	89	1	Under	2	64	1	Under
Saudi Arabia	26	36	3	Under	106	168	7	Under	96	167	7	Under	78	165	7	Under	55	117	7	Under
Senegal	3	14	9	Within	4	66	85	Over	4	74	85	Over	4	91	85	Within	155	217	85	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*	*Lower limit*	*Upper limit*	*No. of geo. staff*	*Rep. status*
Serbia	4	14	10	Within	6	68	170	Over	5	76	170	Over	5	92	170	Over	19	81	170	Over
Seychelles	3	14	2	Under	2	64	4	Within	2	72	4	Within	2	89	4	Within	2	64	4	Within
Sierra Leone	3	14	6	Within	3	65	200	Over	3	73	200	Over	3	89	200	Over	8	70	200	Over
Singapore	12	21	15	Within	42	104	25	Under	38	108	25	Under	31	118	25	Under	22	84	25	Within
Slovakia	6	16	9	Within	17	79	12	Under	15	85	12	Under	13	99	12	Under	18	80	12	Under
Slovenia	4	14	8	Within	10	72	13	Within	9	79	13	Within	8	94	13	Within	7	69	13	Within
Solomon Islands	3	14	1	Under	2	64	1	Under	2	72	1	Under	2	89	1	Under	2	64	1	Under
Somalia	3	14	4	Within	4	66	17	Within	4	74	17	Within	4	90	17	Within	3	65	17	Within
South Africa	11	21	20	Within	40	102	100	Within	37	107	100	Within	31	118	100	Within	80	142	100	Within
South Sudan	3	14	1	Under	3	65	3	Within	3	74	3	Within	3	90	3	Within	3	65	3	Within
Spain	48	66	81	Over	214	289	196	Under	201	272	196	Under	162	249	196	Within	144	206	196	Within
Sri Lanka	4	14	6	Within	7	69	58	Within	7	77	58	Within	6	93	58	Within	32	94	58	Within
Sudan	4	14	5	Within	7	69	48	Within	7	77	48	Within	7	93	48	Within	7	69	48	Within
Suriname	3	14	2	Under	3	65	3	Within	3	73	3	Within	2	89	3	Within	2	64	3	Within
Sweden	22	31	27	Within	87	149	89	Within	79	149	89	Within	64	150	89	Within	63	125	89	Within
Switzerland	25	35	34	Within	103	165	80	Under	94	164	80	Under	75	162	80	Within	54	116	80	Within
Syrian Arab Republic	4	14	3	Under	6	68	32	Within	6	76	32	Within	6	92	32	Within	5	67	32	Within
Tajikistan	3	14	4	Within	3	65	39	Within	3	73	39	Within	3	90	39	Within	3	65	39	Within
Thailand	10	20	8	Under	35	97	27	Under	33	103	27	Under	28	115	27	Under	23	85	27	Within
The former Yugoslav Republic of Macedonia	3	14	5	Within	3	65	18	Within	3	73	18	Within	3	89	18	Within	3	65	18	Within
Timor-Leste	3	14	0	Un	2	64	15	Within	2	73	15	Within	2	89	15	Within	2	64	15	Within
Togo	3	14	5	Within	3	65	24	Within	3	73	24	Within	3	89	24	Within	71	133	24	Under
Tonga	3	14	4	Within	2	64	4	Within	2	72	4	Within	2	89	4	Within	2	64	4	Within
Trinidad and Tobago	3	14	18	Over	5	67	64	Within	5	75	64	Within	4	91	64	Within	4	66	64	Within
Tunisia	3	14	11	Within	6	68	47	Within	5	76	47	Within	5	92	47	Within	15	77	47	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Turkey	25	34	29	Within	99	161	59	Under	91	162	59	Under	75	162	59	Under	61	123	59	Under
Turkmenistan	3	14	2	Under	5	67	4	Under	5	75	4	Under	4	91	4	Within	4	66	4	Within
Tuvalu	3	14	0	Un	2	64	0	Un	2	72	0	Un	2	89	0	Un	2	64	0	Un
Uganda	4	14	26	Over	7	69	183	Over	7	77	183	Over	7	94	183	Over	33	95	183	Over
Ukraine	6	15	14	Within	16	78	84	Over	15	85	84	Within	13	100	84	Within	31	93	84	Within
United Arab Emirates	15	24	0	Un	56	118	0	Un	51	121	0	Un	41	128	0	Un	29	91	0	Un
United Kingdom of Great Britain and Northern Ireland	83	112	132	Over	366	495	452	Within	339	459	452	Within	286	387	452	Over	227	307	452	Over
United Republic of Tanzania	4	14	5	Within	9	71	106	Over	9	79	106	Over	8	95	106	Over	134	196	106	Under
United States of America	383	519	360	Under	1 693	2 290	910	Under	1 547	2 094	910	Under	1 257	1 701	910	Under	877	1 187	910	Within
Uruguay	4	14	18	Over	9	71	56	Within	9	79	56	Within	7	94	56	Within	51	113	56	Within
Uzbekistan	4	14	11	Within	7	69	27	Within	7	77	27	Within	7	93	27	Within	6	68	27	Within
Vanuatu	3	14	1	Under	2	64	2	Within	2	72	2	Within	2	89	2	Within	2	64	2	Within
Venezuela (Bolivarian Republic of)	15	24	10	Under	55	117	24	Under	51	121	24	Under	42	128	24	Under	30	92	24	Under
Viet Nam	6	16	5	Under	17	79	8	Under	17	87	8	Under	16	102	8	Under	15	77	8	Under
Yemen	4	14	6	Within	6	68	14	Within	6	76	14	Within	6	92	14	Within	6	68	14	Within
Zambia	3	14	6	Within	4	66	37	Within	4	74	37	Within	4	91	37	Within	57	119	37	Under
Zimbabwe	3	14	19	Over	4	66	101	Over	4	74	101	Over	4	91	101	Over	8	70	101	Over
Total			**3 074**				**11 836**				**11 836**				**11 836**				**11 836**	

Group 4. Widen the base figure to include all international positions except language and extrabudgetary positions

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep. staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep. staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep. staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep. staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep. staff status*
Afghanistan	4	14	1	Under	5	53	43	Within	5	59	43	Within	5	72	43	Within	5	53	43	Within
Albania	3	14	8	Within	3	51	16	Within	3	57	16	Within	3	70	16	Within	3	50	16	Within
Algeria	7	16	10	Within	16	64	19	Within	15	70	19	Within	13	81	19	Within	11	59	19	Within
Andorra	3	14	0	Un	2	50	1	Under	2	57	1	Under	2	70	1	Under	2	50	1	Under
Angola	4	14	0	Un	5	53	10	Within	5	59	10	Within	5	72	10	Within	5	53	10	Within
Antigua and Barbuda	3	14	1	Under	2	50	5	Within	2	56	5	Within	2	69	5	Within	2	50	5	Within
Argentina	21	31	34	Over	67	115	66	Under	61	116	66	Within	50	118	66	Within	49	96	66	Within
Armenia	3	14	11	Within	3	50	17	Within	3	57	17	Within	3	70	17	Within	4	52	17	Within
Australia	46	62	52	Within	160	217	140	Under	150	204	140	Under	121	188	140	Within	86	133	140	Over
Austria	17	27	33	Over	52	100	75	Within	48	102	75	Within	39	106	75	Within	35	83	75	Within
Azerbaijan	4	14	6	Within	7	55	11	Within	7	61	11	Within	6	73	11	Within	5	53	11	Within
Bahamas	3	14	5	Within	3	51	7	Within	3	57	7	Within	3	70	7	Within	3	50	7	Within
Bahrain	4	14	2	Under	5	53	2	Under	5	59	2	Under	4	72	2	Under	4	51	2	Under
Bangladesh	7	16	13	Within	16	64	69	Over	16	71	69	Within	16	83	69	Within	262	355	69	Under
Barbados	3	14	4	Within	3	50	13	Within	3	57	13	Within	2	70	13	Within	2	50	13	Within
Belarus	4	14	3	Under	7	54	5	Under	6	61	5	Under	6	73	5	Under	5	53	5	Within
Belgium	20	30	33	Over	64	112	85	Within	58	113	85	Within	47	114	85	Within	34	82	85	Over
Belize	3	14	1	Under	2	50	1	Under	2	56	1	Under	2	69	1	Under	2	50	1	Under
Benin	3	14	8	Within	3	51	57	Over	3	57	57	Within	3	70	57	Within	37	85	57	Within
Bhutan	3	14	4	Within	2	50	27	Within	2	56	27	Within	2	69	27	Within	4	51	27	Within
Bolivia (Plurinational State of)	3	14	6	Within	4	52	9	Within	4	58	9	Within	4	71	9	Within	5	52	9	Within
Bosnia and Herzegovina	3	14	7	Within	3	51	85	Over	3	57	85	Over	3	70	85	Over	4	52	85	Over
Botswana	3	14	11	Within	3	51	16	Within	3	57	16	Within	3	70	16	Within	3	50	16	Within
Brazil	75	101	54	Under	260	352	75	Under	243	328	75	Under	208	281	75	Under	156	212	75	Under
Brunei Darussalam	3	14	1	Under	4	52	2	Under	4	58	2	Under	4	71	2	Under	4	52	2	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Bulgaria	4	14	18	Over	6	54	39	Within	5	60	39	Within	5	72	39	Within	4	52	39	Within
Burkina Faso	3	14	6	Within	4	52	48	Within	4	58	48	Within	4	71	48	Within	83	131	48	Under
Burundi	3	14	9	Within	3	51	77	Over	3	57	77	Over	3	70	77	Over	32	80	77	Within
Cabo Verde	3	14	1	Under	2	50	4	Within	2	56	4	Within	2	69	4	Within	2	50	4	Within
Cambodia	3	14	0	Un	4	51	6	Within	4	58	6	Within	4	71	6	Within	33	81	6	Under
Cameroon	3	14	31	Over	5	52	137	Over	5	59	137	Over	4	72	137	Over	46	94	137	Over
Canada	56	76	104	Over	195	264	286	Over	183	247	286	Over	151	218	286	Over	107	155	286	Over
Central African Republic	3	14	1	Under	2	50	21	Within	3	57	21	Within	2	70	21	Within	3	50	21	Within
Chad	3	14	3	Within	4	51	17	Within	4	58	17	Within	3	71	17	Within	56	104	17	Under
Chile	11	21	31	Over	31	79	36	Within	29	83	36	Within	23	91	36	Within	19	67	36	Within
China	169	229	87	Under	588	795	116	Under	549	742	116	Under	470	636	116	Under	440	595	116	Under
Colombia	10	20	12	Within	28	76	25	Under	26	80	25	Under	22	89	25	Within	18	66	25	Within
Comoros	3	14	1	Under	2	50	2	Within	2	56	2	Within	2	69	2	Within	2	50	2	Within
Congo	3	14	3	Within	3	51	16	Within	3	57	16	Within	3	70	16	Within	8	56	16	Within
Costa Rica	4	14	8	Within	6	53	8	Within	5	60	8	Within	5	72	8	Within	4	52	8	Within
Côte d'Ivoire	3	14	8	Within	5	52	159	Over	5	59	159	Over	4	72	159	Over	12	60	159	Over
Croatia	5	14	8	Within	9	57	65	Over	9	63	65	Over	7	75	65	Within	6	54	65	Over
Cuba	4	14	4	Within	7	55	5	Under	7	61	5	Under	6	73	5	Under	6	53	5	Under
Cyprus	4	14	3	Under	5	53	7	Within	5	59	7	Within	4	71	7	Within	4	51	7	Within
Czechia	10	19	15	Within	27	74	18	Under	24	79	18	Under	20	87	18	Under	15	63	18	Within
Democratic People's Republic of Korea	3	14	1	Under	4	52	1	Under	5	59	1	Under	4	72	1	Under	4	52	1	Under
Democratic Republic of the Congo	5	14	8	Within	9	57	117	Over	9	63	117	Over	9	76	117	Over	9	57	117	Over
Denmark	14	24	25	Over	43	90	47	Within	39	93	47	Within	32	99	47	Within	23	71	47	Within
Djibouti	3	14	4	Within	2	50	12	Within	2	56	12	Within	2	69	12	Within	8	56	12	Within
Dominica	3	14	1	Under	2	50	2	Within	2	56	2	Within	2	69	2	Within	2	50	2	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Dominican Republic	4	14	7	Within	6	54	9	Within	6	60	9	Within	5	72	9	Within	5	52	9	Within
Ecuador	4	14	13	Within	8	56	17	Within	8	62	17	Within	7	74	17	Within	6	54	17	Within
Egypt	8	18	21	Over	20	68	78	Over	20	74	78	Over	18	85	78	Within	136	185	78	Under
El Salvador	3	14	6	Within	4	51	13	Within	3	58	13	Within	3	70	13	Within	10	58	13	Within
Equatorial Guinea	3	14	0	Un	3	51	0	Un	3	57	0	Un	3	70	0	Un	2	50	0	Un
Eritrea	3	14	5	Within	2	50	54	Over	3	57	54	Within	2	70	54	Within	2	50	54	Over
Estonia	3	14	6	Within	5	53	7	Within	5	59	7	Within	4	71	7	Within	5	53	7	Within
Eswatini	3	14	4	Within	2	50	6	Within	2	56	6	Within	2	69	6	Within	2	50	6	Within
Ethiopia	5	15	23	Over	11	59	153	Over	11	65	153	Over	11	78	153	Over	295	399	153	Under
Fiji	3	14	12	Within	2	50	76	Over	2	57	76	Over	2	69	76	Over	26	74	76	Over
Finland	12	21	24	Over	34	82	50	Within	31	85	50	Within	25	92	50	Within	31	79	50	Within
France	89	121	139	Over	311	420	312	Within	288	389	312	Within	241	327	312	Within	194	263	312	Over
Gabon	3	14	2	Under	3	51	4	Within	3	57	4	Within	3	70	4	Within	19	67	4	Under
Gambia	3	14	4	Within	2	50	32	Within	2	56	32	Within	2	69	32	Within	13	61	32	Within
Georgia	3	14	3	Within	3	51	19	Within	3	57	19	Within	3	70	19	Within	3	50	19	Within
Germany	116	156	152	Within	401	543	235	Under	370	501	235	Under	308	416	235	Under	237	321	235	Under
Ghana	4	14	14	Within	5	53	189	Over	5	60	189	Over	5	72	189	Over	104	152	189	Over
Greece	12	22	13	Within	35	83	31	Under	32	87	31	Under	27	94	31	Within	21	69	31	Within
Grenada	3	14	1	Under	2	50	4	Within	2	56	4	Within	2	69	4	Within	2	50	4	Within
Guatemala	4	14	8	Within	5	53	32	Within	5	59	32	Within	5	72	32	Within	11	59	32	Within
Guinea	3	14	6	Within	3	51	30	Within	3	57	30	Within	3	70	30	Within	38	86	30	Under
Guinea-Bissau	3	14	2	Under	2	50	7	Within	2	56	7	Within	2	69	7	Within	2	50	7	Within
Guyana	3	14	8	Within	2	50	16	Within	2	56	16	Within	2	69	16	Within	2	50	16	Within
Haiti	3	14	5	Within	3	51	69	Over	3	57	69	Over	3	70	69	Within	3	51	69	Over
Honduras	3	14	4	Within	3	51	19	Within	3	58	19	Within	3	70	19	Within	4	51	19	Within
Hungary	6	16	10	Within	14	62	15	Within	13	67	15	Within	11	78	15	Within	12	60	15	Within
Iceland	3	14	5	Within	4	51	11	Within	4	58	11	Within	3	70	11	Within	3	51	11	Within
India	46	62	61	Within	159	216	288	Over	158	214	288	Over	150	217	288	Over	349	472	288	Under
Indonesia	19	29	13	Under	59	106	26	Under	55	110	26	Under	49	116	26	Under	140	190	26	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Iran (Islamic Republic of)	14	24	10	Under	41	89	17	Under	38	92	17	Under	32	100	17	Under	25	73	17	Under
Iraq	6	16	6	Within	14	62	70	Over	13	67	70	Over	12	79	70	Within	10	57	70	Over
Ireland	9	19	21	Over	25	73	64	Within	23	78	64	Within	19	86	64	Within	34	82	64	Within
Israel	11	21	12	Within	32	80	24	Under	30	84	24	Under	24	91	24	Within	17	65	24	Within
Italy	71	96	136	Over	245	332	239	Under	228	309	239	Within	194	262	239	Within	170	230	239	Over
Jamaica	3	14	5	Within	3	51	25	Within	3	57	25	Within	3	70	25	Within	3	50	25	Within
Japan	172	233	75	Under	597	808	118	Under	548	742	118	Under	451	610	118	Under	314	425	118	Under
Jordan	3	14	17	Over	4	52	80	Over	4	58	80	Over	4	71	80	Over	35	83	80	Within
Kazakhstan	7	16	8	Within	17	64	9	Under	16	70	9	Under	13	80	9	Under	10	58	9	Under
Kenya	4	14	44	Over	7	55	359	Over	7	61	359	Over	7	74	359	Over	14	62	359	Over
Kiribati	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Kuwait	8	18	0	Un	22	70	0	Un	20	74	0	Un	17	84	0	Un	12	60	0	Un
Kyrgyzstan	3	14	4	Within	3	50	11	Within	3	57	11	Within	3	70	11	Within	4	51	11	Within
Lao People's Democratic Republic	3	14	0	Un	3	51	0	Un	3	57	0	Un	3	70	0	Un	3	50	0	Un
Latvia	4	14	5	Within	6	53	9	Within	5	60	9	Within	5	72	9	Within	4	52	9	Within
Lebanon	4	14	23	Over	6	53	152	Over	5	60	152	Over	5	72	152	Over	4	52	152	Over
Lesotho	3	14	2	Under	2	50	2	Within	2	56	2	Within	2	69	2	Within	2	50	2	Within
Liberia	3	14	2	Under	2	50	94	Over	2	57	94	Over	2	70	94	Over	5	53	94	Over
Libya	5	15	1	Under	11	59	3	Under	10	65	3	Under	9	76	3	Under	7	55	3	Under
Liechtenstein	3	14	0	Un	2	50	0	Un	2	57	0	Un	2	70	0	Un	2	50	0	Un
Lithuania	4	14	5	Within	7	55	10	Within	7	61	10	Within	6	73	10	Within	5	53	10	Within
Luxembourg	4	14	2	Under	6	54	4	Under	6	60	4	Under	5	72	4	Under	4	52	4	Within
Madagascar	3	14	8	Within	4	52	12	Within	4	59	12	Within	4	71	12	Within	5	53	12	Within
Malawi	3	14	14	Within	4	51	22	Within	4	58	22	Within	4	71	22	Within	38	86	22	Under
Malaysia	10	19	11	Within	27	75	28	Within	25	79	28	Within	21	88	28	Within	48	96	28	Under
Maldives	3	14	4	Within	2	50	4	Within	2	56	4	Within	2	69	4	Within	2	50	4	Within
Mali	3	14	4	Within	4	52	22	Within	4	58	22	Within	4	71	22	Within	6	54	22	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Malta	3	14	5	Within	3	51	5	Within	3	57	5	Within	3	70	5	Within	3	50	5	Within
Marshall Islands	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Mauritania	3	14	5	Within	3	50	12	Within	3	57	12	Within	2	70	12	Within	41	89	12	Under
Mauritius	3	14	7	Within	3	51	15	Within	3	57	15	Within	3	70	15	Within	3	50	15	Within
Mexico	33	45	57	Over	111	159	60	Under	102	157	60	Under	84	152	60	Under	62	110	60	Under
Micronesia (Federated States of)	3	14	1	Under	2	50	1	Under	2	56	1	Under	2	69	1	Under	2	50	1	Under
Monaco	3	14	0	Un	3	51	1	Under	3	57	1	Under	3	70	1	Under	2	50	1	Under
Mongolia	3	14	7	Within	3	50	12	Within	3	57	12	Within	3	70	12	Within	38	86	12	Under
Montenegro	3	14	5	Within	2	50	5	Within	2	57	5	Within	2	69	5	Within	2	50	5	Within
Morocco	5	14	10	Within	9	56	74	Over	8	63	74	Over	8	75	74	Within	66	114	74	Within
Mozambique	3	14	2	Under	5	52	10	Within	5	59	10	Within	5	72	10	Within	5	52	10	Within
Myanmar	4	14	8	Within	7	55	18	Within	7	61	18	Within	7	74	18	Within	7	55	18	Within
Namibia	3	14	3	Within	3	51	5	Within	3	57	5	Within	3	70	5	Within	5	53	5	Within
Nauru	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Nepal	3	14	8	Within	5	53	99	Over	5	59	99	Over	5	72	99	Over	197	267	99	Under
Netherlands	32	43	44	Over	105	153	78	Under	96	150	78	Under	78	145	78	Within	66	114	78	Within
New Zealand	8	18	14	Within	21	69	62	Within	19	73	62	Within	16	83	62	Within	12	60	62	Over
Nicaragua	3	14	4	Within	3	51	7	Within	3	57	7	Within	3	70	7	Within	3	50	7	Within
Niger	3	14	6	Within	4	52	43	Within	4	58	43	Within	4	71	43	Within	44	92	43	Under
Nigeria	11	21	13	Within	32	80	161	Over	30	85	161	Over	28	95	161	Over	57	105	161	Over
Norway	20	29	16	Under	61	109	34	Under	56	110	34	Under	45	112	34	Under	34	82	34	Within
Oman	5	15	1	Under	10	58	1	Under	9	64	1	Under	8	75	1	Under	6	54	1	Under
Pakistan	9	19	17	Within	24	72	136	Over	24	78	136	Over	23	90	136	Over	235	318	136	Under
Palau	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Panama	3	14	6	Within	5	52	7	Within	5	59	7	Within	4	71	7	Within	4	51	7	Within
Papua New Guinea	3	14	2	Under	3	51	3	Within	3	57	3	Within	3	70	3	Within	3	51	3	Within
Paraguay	3	14	3	Within	4	51	7	Within	3	58	7	Within	3	70	7	Within	4	52	7	Within
Peru	6	16	6	Within	14	62	24	Within	13	67	24	Within	11	79	24	Within	18	66	24	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status	Lower limit	Upper limit	No. of geo. staff	Rep. status
Philippines	8	18	19	Over	22	70	238	Over	21	75	238	Over	19	86	238	Over	17	64	238	Over
Poland	20	30	21	Within	63	111	36	Under	58	112	36	Under	47	115	36	Under	34	82	36	Within
Portugal	11	20	24	Over	30	78	73	Within	27	82	73	Within	23	90	73	Within	23	71	73	Over
Qatar	8	18	0	Un	21	69	0	Un	19	73	0	Un	16	83	0	Un	12	59	0	Un
Republic of Korea	42	56	41	Under	145	196	58	Under	134	188	58	Under	108	175	58	Under	100	147	58	Under
Republic of Moldova	3	14	6	Within	3	50	10	Within	3	57	10	Within	3	70	10	Within	3	51	10	Within
Romania	7	16	14	Within	16	64	145	Over	15	69	145	Over	13	80	145	Over	13	61	145	Over
Russian Federation	61	83	43	Under	213	288	130	Under	199	270	130	Under	169	236	130	Under	123	171	130	Within
Rwanda	3	14	11	Within	3	51	93	Over	3	57	93	Over	3	70	93	Over	228	308	93	Under
Saint Kitts and Nevis	3	14	5	Within	2	50	6	Within	2	56	6	Within	2	69	6	Within	2	50	6	Within
Saint Lucia	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Saint Vincent and the Grenadines	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Samoa	3	14	2	Under	2	50	7	Within	2	56	7	Within	2	69	7	Within	2	50	7	Within
San Marino	3	14	3	Within	2	50	2	Within	2	56	2	Within	2	69	2	Within	2	50	2	Within
Sao Tome and Principe	3	14	0	Un	2	50	1	Under	2	56	1	Under	2	69	1	Under	2	50	1	Under
Saudi Arabia	26	36	3	Under	83	131	3	Under	76	131	3	Under	62	129	3	Under	44	92	3	Under
Senegal	3	14	9	Within	4	51	78	Over	4	58	78	Over	4	71	78	Over	123	170	78	Under
Serbia	4	14	10	Within	5	53	164	Over	5	59	164	Over	4	72	164	Over	15	63	164	Over
Seychelles	3	14	2	Under	2	50	3	Within	2	56	3	Within	2	69	3	Within	2	50	3	Within
Sierra Leone	3	14	6	Within	3	50	192	Over	3	57	192	Over	3	70	192	Over	7	55	192	Over
Singapore	12	21	15	Within	33	81	23	Under	30	85	23	Under	25	92	23	Under	18	66	23	Within
Slovakia	6	16	9	Within	13	61	10	Under	13	67	10	Under	10	78	10	Within	15	62	10	Under
Slovenia	4	14	8	Within	8	56	8	Within	7	62	8	Within	6	74	8	Within	6	54	8	Within
Solomon Islands	3	14	1	Under	2	50	1	Under	2	56	1	Under	2	69	1	Under	2	50	1	Under
Somalia	3	14	4	Within	3	51	14	Within	3	57	14	Within	3	70	14	Within	3	51	14	Within
South Africa	11	21	20	Within	32	80	84	Over	29	84	84	Within	25	92	84	Within	64	111	84	Within

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	Lower limit	Upper limit	No. of geo. staff	Rep status	Lower limit	Upper limit	No. of geo. staff	Rep status	Lower limit	Upper limit	No. of geo. staff	Rep status	Lower limit	Upper limit	No. of geo. staff	Rep status	Lower limit	Upper limit	No. of geo. staff	Rep status
South Sudan	3	14	1	Under	3	51	2	Under	3	57	2	Under	3	70	2	Under	3	51	2	Under
Spain	48	66	81	Over	168	227	132	Under	158	214	132	Under	128	195	132	Within	114	162	132	Within
Sri Lanka	4	14	6	Within	6	54	48	Within	6	60	48	Within	5	73	48	Within	26	74	48	Within
Sudan	4	14	5	Within	6	54	43	Within	6	60	43	Within	6	73	43	Within	6	53	43	Within
Suriname	3	14	2	Under	2	50	2	Within	2	57	2	Within	2	70	2	Within	2	50	2	Within
Sweden	22	31	27	Within	69	116	57	Under	63	117	57	Under	51	118	57	Within	50	98	57	Within
Switzerland	25	35	34	Within	81	129	55	Under	74	128	55	Under	60	127	55	Under	43	91	55	Within
Syrian Arab Republic	4	14	3	Under	5	53	25	Within	5	59	25	Within	5	72	25	Within	4	52	25	Within
Tajikistan	3	14	4	Within	3	51	35	Within	3	57	35	Within	3	70	35	Within	3	51	35	Within
Thailand	10	20	8	Under	28	76	21	Under	26	80	21	Under	22	90	21	Under	19	67	21	Within
The former Yugoslav Republic of Macedonia	3	14	5	Within	3	50	17	Within	3	57	17	Within	3	70	17	Within	2	50	17	Within
Timor-Leste	3	14	0	Un	2	50	15	Within	2	57	15	Within	2	69	15	Within	2	50	15	Within
Togo	3	14	5	Within	3	51	21	Within	3	57	21	Within	3	70	21	Within	56	104	21	Under
Tonga	3	14	4	Within	2	50	4	Within	2	56	4	Within	2	69	4	Within	2	50	4	Within
Trinidad and Tobago	3	14	18	Over	4	52	63	Over	4	59	63	Over	4	71	63	Within	3	51	63	Over
Tunisia	3	14	11	Within	5	53	35	Within	5	59	35	Within	4	72	35	Within	13	60	35	Within
Turkey	25	34	29	Within	79	126	49	Under	72	127	49	Under	60	127	49	Under	48	96	49	Within
Turkmenistan	3	14	2	Under	4	52	3	Under	4	58	3	Under	4	71	3	Under	3	51	3	Within
Tuvalu	3	14	0	Un	2	50	0	Un	2	56	0	Un	2	69	0	Un	2	50	0	Un
Uganda	4	14	26	Over	6	54	165	Over	6	60	165	Over	6	73	165	Over	26	74	165	Over
Ukraine	6	15	14	Within	13	61	79	Over	12	66	79	Over	11	78	79	Over	25	73	79	Over
United Arab Emirates	15	24	0	Un	44	92	0	Un	41	95	0	Un	33	100	0	Un	24	71	0	Un
United Kingdom of Great Britain and Northern Ireland	83	112	132	Over	288	389	326	Within	267	361	326	Within	225	304	326	Over	179	242	326	Over
United Republic of Tanzania	4	14	5	Within	7	55	102	Over	7	61	102	Over	7	74	102	Over	106	154	102	Under

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	Current				(a)				(b)				(c)				(d)			
Member State	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep staff status*	*Lower limit*	*Upper limit*	*No. of geo.*	*Rep staff status*
United States of America	383	519	360	Under	1331	1800	746	Under	1217	1646	746	Under	988	1337	746	Under	690	933	746	Within
Uruguay	4	14	18	Over	8	56	49	Within	7	61	49	Within	6	73	49	Within	40	88	49	Within
Uzbekistan	4	14	11	Within	6	54	20	Within	6	60	20	Within	6	73	20	Within	5	53	20	Within
Vanuatu	3	14	1	Under	2	50	2	Within	2	56	2	Within	2	69	2	Within	2	50	2	Within
Venezuela (Bolivarian Republic of)	15	24	10	Under	44	92	18	Under	40	95	18	Under	33	100	18	Under	24	72	18	Under
Viet Nam	6	16	5	Under	14	62	7	Under	14	68	7	Under	13	80	7	Under	12	60	7	Under
Yemen	4	14	6	Within	5	53	10	Within	5	59	10	Within	5	72	10	Within	5	53	10	Within
Zambia	3	14	6	Within	4	52	35	Within	4	58	35	Within	4	71	35	Within	45	93	35	Under
Zimbabwe	3	14	19	Over	4	51	81	Over	4	58	81	Over	4	71	81	Over	7	55	81	Over
Total			**3 074**				**9 833**				**9 833**				**9 833**				**9 833**	

Abbreviations: geo., geographical; over, overrepresented; rep., representation; un, unrepresented; under, underrepresented; within, within range.